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**ABSTRACT**

Results of a survey of salaries of full-time administrators at public, doctoral-granting institutions for 1986-1987 are presented. Rank order distributions of 12-month administrative salaries are provided for 151 state universities in 49 states and 29 university systems in 23 states. Salary data for 151 universities are also arranged into the nine regions defined by the Equal Employment Opportunity Commission. A separate table indicates salaries paid to officers of university systems, which have a separate administrative structure for multiple general academic institutions, at least one of which has doctoral offerings. Specific positions are covered under the following administrative categories: president (chancellor), academic officers, business officers, student affairs officers, administrative officers, public/relations/development officers, research officers, and deans (directors). Newly reported positions are the Dean of Dentistry, Dean of Health Professions, Dean of Public Affairs, and the combined position of Graduate Dean and Vice President of Research Services. Information is included on whether a salary is paid for a position with a dual function. To provide anonymity, the universities are not identified with their salaries, but are listed separately. (SW)

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TWENTIETH ANNUAL  
RANK-ORDER DISTRIBUTION  
OF  
ADMINISTRATIVE SALARIES  
PAID  
1986-87

THIS REPORT SUMMARIZES THE RESULTS  
OF A QUESTIONNAIRE STUDY  
OF ADMINISTRATIVE SALARIES  
IN ONE HUNDRED FIFTY-ONE STATE-SUPPORTED  
UNIVERSITIES REPRESENTING FORTY-NINE STATES  
AND TWENTY-NINE UNIVERSITY SYSTEMS  
REPRESENTING TWENTY-THREE STATES

OFFICE OF INSTITUTIONAL RESEARCH  
UNIVERSITY OF ARKANSAS

DECEMBER 31, 1986

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## A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

### INTRODUCTION

This study is the twentieth annual administrative salary survey conducted by the University of Arkansas. The universities invited to participate comprise a representative group of public, doctoral-granting institutions. To provide anonymity, the universities are not identified with their salaries. Also, when the number of respondents for a particular position was fewer than three, the data were omitted.

The salaries are distributed in rank order to facilitate comparisons of a participant's relative standing with other universities. A salary enclosed in parentheses identifies that salary as being paid for a position with a dual function. Salaries within parentheses are included in the position average. If two salaries were reported for one position, both salaries are included under that position title.

Several salaries in Table I are also coded with an asterisk. The asterisk indicates that the salary is from an institution which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Table I contains an average for only those salaries paid at institutions belonging to NASULGC which is printed above the average of all salaries.

Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and function range from the director of a single office to the university president. Reporting guidelines provided with the questionnaire have enabled the inclusion of these salary data, with few exceptions, exactly as reported by the responding institutions.

The University of Arkansas wishes to thank all respondents for participating. The primary purpose of this study has always been to provide comparable and comprehensive information in a timely manner that will be useful to participants, particularly in the preparation of annual budget requests.

## A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES

### DESCRIPTION

#### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred sixty-nine universities in fifty states. From this group, replies were received from one hundred fifty-one institutions in forty-nine states.

Several salaries in this section have been printed with an asterisk. The asterisk indicates that the salary is from a university which is a member of the National Association of State Universities and Land-Grant Colleges (NASULGC). Two average salaries are printed after each position's rank order of salaries. The average salary for only those institutions belonging to NASULGC is calculated, as well as the average for all institutions.

#### TABLE II

The second section is a series of tables showing the salaries paid among the one hundred fifty-one participants arranged into the nine regions defined by the Equal Employment Opportunity Commission (the New York and Boston regions are combined). The responding universities in each region are enumerated at the beginning of the appropriate section.

#### TABLE III

The third section of the study is a table of salaries paid to university system officers. For purposes of this survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at the doctorate-granting level. Questionnaires were sent to thirty-five university systems in twenty-eight states, and replies were received from twenty-nine university systems in twenty-three states.

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TABLE I

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES  
IN FORTY-NINE STATES

This table summarizes the data for one hundred fifty-one universities in forty-nine states. For making these data available, the University of Arkansas is grateful to the following universities:

- \*Arizona State University
- \*Auburn University
- Ball State University
- Bowling Green State University
- Brooklyn College
- Central Michigan University
- Central Missouri State University
- City University of New York
  - Bernard Baruch
  - City University of New York
    - Graduate School and
    - University Center
  - City University of New York
    - Herbert H. Lehman College
- \*Clemson University
- Cleveland State University
- College of William and Mary
- \*Colorado State University
- East Tennessee State University
- East Texas State University
- Florida Atlantic University
- \*Florida State University
- \*Georgia Institute of Technology
- Georgia State University
- Idaho State University
- Illinois State University
- Indiana State University
- \*Indiana University - Bloomington
- Indiana University of Pennsylvania
- Indiana University - Purdue
  - University at Indianapolis
- \*Iowa State University of Science
  - and Technology
- \*Kansas State University
- \*Kent State University
- Lamar University
- \*Louisiana State University
  - and A & M College
- Louisiana Tech University
- Memphis State University
- \*Miami University
- \*Michigan State University
- Michigan Technological University
- Middle Tennessee State University
- \*Mississippi State University
- \*Montana State University
- Morgan State University
- New Jersey Institute of Technology
- New Mexico Institute of Mining
  - and Technology
- \*New Mexico State University
- \*North Carolina State University
  - at Raleigh
- \*North Dakota State University
- North Texas State University
- Northeast Louisiana University
- Northern Arizona University
- Northern Illinois University
- Oakland University
- \*Ohio State University
- \*Ohio University
- \*Oklahoma State University
- Old Dominion University
- \*Oregon State University
- Portland State University
- Sam Houston State University
- San Diego State University
- South Dakota School of Mines
  - and Technology
- \*South Dakota State University
- \*Southern Illinois University
  - at Carbondale
- Southern Illinois University
  - at Edwardsville
- \*State University of New York -
  - Binghamton

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

- \*State University of New York - Buffalo
- \*State University of New York - Stony Brook
- Stephen F. Austin State University
- Tennessee Technological University
- Texas A & I University
- \*Texas A & M University
- \*Texas Southern University
- \*Texas Tech University
- University of Akron
- \*University of Alabama
- \*University of Alabama - Birmingham
- University of Alabama - Huntsville
- \*University of Arizona
- \*University of Arkansas
- \*University of California
- \*University of California - Davis
- \*University of California - Riverside
- University of California - Santa Barbara
- University of California - Santa Cruz
- University of Central Florida
- \*University of Cincinnati
- University of Colorado at Boulder
- University of Colorado at Denver
- \*University of Connecticut
- \*University of Delaware
- \*University of Florida
- \*University of Hawaii at Manoa
- \*University of Houston
- \*University of Idaho
- \*University of Illinois at Chicago
- \*University of Illinois at Urbana-Champaign
- \*University of Kansas at Lawrence
- \*University of Kentucky
- \*Member of National Association of State Universities and Land-Grant Colleges.
- \*University of Louisville
- University of Lowell
- \*University of Maine at Orono
- University of Maryland - Baltimore
- University of Maryland Baltimore County
- \*University of Maryland at College Park
- \*University of Massachusetts
- \*University of Michigan at Ann Arbor
- \*University of Minnesota - Twin Cities
- \*University of Mississippi
- \*University of Missouri - Columbia
- \*University of Missouri - Kansas City
- \*University of Missouri - Rolla
- \*University of Montana
- \*University of Nebraska - Lincoln
- \*University of Nebraska at Omaha
- University of Nevada, Las Vegas
- \*University of Nevada, Reno
- \*University of New Hampshire
- \*University of New Mexico
- \*University of North Carolina at Chapel Hill
- University of North Carolina at Greensboro
- \*University of North Dakota
- University of North Florida
- University of Northern Colorado
- University of Northern Iowa
- \*University of Oklahoma
- \*University of Rhode Island
- University of South Alabama
- \*University of South Carolina, Columbia
- \*University of South Dakota
- \*University of South Florida

TABLE I (Continued)

University of Southern Mississippi	*University of Washington
University of Southwestern Louisiana	*University of Wisconsin at Madison
*University of Tennessee - Knoxville	*University of Wisconsin at Milwaukee
University of Texas at Arlington	*University of Wyoming
*University of Texas at Austin	*Utah State University
University of Texas at Dallas	*Virginia Commonwealth University
University of Texas at El Paso	*Virginia Polytechnic Institute and State University
University of Toledo	*Washington State University
*University of Utah	*Wayne State University
*University of Vermont	*West Virginia University
*University of Virginia	Western Michigan University
	Wichita State University

\*Member of National Association of State Universities and Land-Grant Colleges.

TABLE I (Continued)

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	129,600 *	26	107,980 *	86	86,300
2	119,260 *	27	107,100 *	87	85,680 *
3	110,000 *	28	106,900 *	88	85,680 *
4	107,004 *	29	106,900 *	89	85,680
5	102,500 *	30	106,090	90	85,680 *
6	102,000 *	31	105,430	91	85,680 *
7	102,000 *	32	105,000 *	92	85,680
8	101,000 *	33	105,000	93	85,680 *
9	99,215 *	34	105,000 *	94	85,458 *
10	98,115	35	105,000 *	95	85,000 *
11	96,000 *	36	105,000 *	96	85,000 *
12	95,000 *	37	104,000 *	97	84,996
13	92,004 *	38	101,972	98	84,000 *
14	85,000 *	39	101,200	99	83,555 *
15	84,750 *	40	101,000	100	83,485 *
16	83,485 *	41	101,000 *	101	83,220
17	78,000 *	42	99,700 *	102	83,220
		43	99,567 *	103	83,158 *
		44	99,506	104	83,000
		45	99,500	105	83,000
		46	98,500 *	106	82,692
		47	98,000	107	82,300 *
		48	97,750 *	108	82,000
AVERAGE ***	99,176	49	97,417	109	82,000
AVERAGE ALL	99,114	50	97,200	110	80,200 *
		51	97,125 *	111	80,000
		52	97,010 *	112	80,000
		53	96,250	113	79,212 *
		54	96,000 *	114	78,156 *
PRESIDENT OF A SINGLE UNIT INSTITUTION		55	95,052 *	115	78,150 *
		56	95,000	116	78,108
		57	95,000	117	78,000
		58	95,000	118	78,000 *
		59	95,000	119	77,700
RANK	SALARY	60	94,760 *	120	74,335
1	141,251 *	61	94,230	121	74,200
2	135,660 *	62	94,150 *	122	73,250 *
3	130,200 *	63	93,620 *	123	73,000 *
4	128,000	64	93,450	124	71,400 *
5	127,000 *	65	92,500	125	71,335
6	121,000 *	66	92,300	126	71,335
7	121,000 *	67	92,185	127	70,400
8	120,933 *	68	92,000 *	128	68,300
9	120,000	69	92,000 *	129	67,737 *
10	120,000 *	70	90,895	130	67,442 *
11	120,000 *	71	90,200 *	131	67,000
12	115,000 *	72	90,125	132	65,000
13	115,000 *	73	90,000 *	133	65,000
14	114,200	74	90,000	134	64,896
15	112,500 *	75	90,000	135	57,944
16	112,000	76	89,804 *		
17	112,000 *	77	89,801	AVERAGE ***	97,634
18	110,100	78	89,801	AVERAGE ALL	93,550
19	110,000 *	79	88,968 *		
20	110,000 *	80	88,810 *		
21	109,783 *	81	86,525 *		
22	109,681 *	82	86,500 *		
23	109,681 *	83	86,400		
24	109,100 *	84	86,400 *		
25	107,980 *	85	86,300		

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE I (Continued)

## ACADEMIC OFFICERS:

ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY	RANK	SALARY
1	147,300	58	79,500
2	117,250 *	59	( 79,440)
3	(106,100)*	60	79,416 *
4	(105,000)*	61	( 79,000)*
5	105,000 *	62	77,232 *
6	104,000 *	63	77,000
7	(103,000)*	64	76,320
8	( 99,200)*	65	76,000
9	99,000 *	66	75,567 *
10	99,000 *	67	75,400 *
11	98,633 *	68	75,100 *
12	98,600	69	75,000
13	98,500 *	70	75,000 *
14	( 97,000)	71	75,000 *
15	97,000 *	72	74,962
16	97,000 *	73	74,880 *
17	( 96,300)*	74	74,665
18	95,500	75	( 74,352)
19	95,000 *	76	73,980 *
20	94,600 *	77	73,000
21	94,236 *	78	72,675 *
22	92,973 *	79	72,600 *
23	( 92,700)*	80	72,319
24	90,500 *	81	72,300
25	89,100 *	82	72,100
26	88,000	83	71,600 *
27	88,000 *	84	70,000 *
28	88,000 *	85	70,000
29	87,550	86	69,000
30	87,500	87	68,897
31	86,500	88	68,500
32	85,600	89	68,438
33	85,567	90	68,004
34	85,527 *	91	68,000
35	85,500 *	92	68,000 *
36	85,500	93	67,700 *
37	85,000	94	67,041 *
38	84,250 *	95	67,000 *
39	83,542 *	96	66,660
40	83,330 *	97	66,625 *
41	83,107	98	66,294
42	83,000	99	65,250 *
43	62,974	100	64,000 *
44	( 82,700)*	101	63,400 *
45	62,300 *	102	63,700
46	61,500 *	103	( 63,420)
47	61,121 *	104	63,354 *
48	61,000	105	63,264
49	60,832	106	63,089 *
50	60,750 *	107	63,000
51	60,500	108	63,000
52	60,500	109	62,000 *
53	( 60,234)	110	61,750
54	60,000 *	111	61,692
55	60,000	112	61,435
56	79,500 *	113	60,194
57	79,500	114	59,360
		115	59,010
		116	54,499
		117	52,000 *

AVERAGE \*\*\* 82,910

AVERAGE ALL 79,699

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(117,500)*
2	(112,000)
3	108,900 *
4	(105,000)*
5	105,000 *
6	104,600 *
7	(103,000)*
8	98,000 *
9	97,500 *
10	( 96,300)*
11	95,000 *
12	94,000 *
13	92,906 *
14	( 92,700)*
15	91,350 *
16	90,500 *
17	90,432 *
18	89,250 *
19	( 87,550)*
20	86,670 *
21	85,000
22	( 85,000)
23	84,400
24	84,156 *
25	84,000 *
26	83,000 *
27	( 82,700)*
28	81,871 *
29	81,871
30	81,000 *
31	( 80,234)
32	80,000 *
33	( 79,440)
34	79,116 *
35	79,039 *
36	78,750
37	78,000 *
38	77,500 *
39	77,400 *
40	76,280 *
41	75,000 *
42	( 74,352)
43	73,400 *
44	72,000 *
45	70,488
46	( 63,420)
47	61,000
	AVERAGE *** 88,875
	AVERAGE ALL 86,544

\* Member of NASULGC\*

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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1986-87

TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	95,800 *	56	62,700 *	116	51,500 *
2	92,000 *	57	62,652 *	117	51,364 *
3	86,190 *	58	62,500 *	118	50,962
4	85,500 *	59	62,323 *	119	50,757
5	84,800 *	60	62,000	120	50,641 *
6	82,720 *	61	61,944 *	121	50,443 *
7	82,100 *	62	61,819 *	122	50,220 *
8	81,000 *	63	61,776 *	123	50,000 *
9	80,000 *	64	61,500 *	124	49,283
10	79,000 *	65	61,500 *	125	49,068
11	78,696 *	66	61,200 *	126	48,880 *
12	77,900	67	61,008	127	47,335
13	77,248 *	68	61,000	128	47,000
14	77,160 *	69	60,705 *	129	46,908 *
15	76,500 *	70	60,500 *	130	46,452
16	76,500 *	71	60,200 *	131	45,478 *
17	76,400 *	72	60,192 *	132	45,376 *
18	75,900 *	73	60,000	133	45,168
19	75,440 *	74	60,000 *	134	45,100
20	75,404 *	75	60,000 *	135	45,000
21	73,760 *	76	59,800 *	136	45,000 *
22	73,700	77	59,578	137	42,759
23	73,000 *	78	59,532	138	42,000
24	72,600	79	59,360 *	139	41,830 *
25	71,730	80	58,440 *	140	40,783
26	71,400 *	81	58,270 *	141	40,019
27	71,000 *	82	58,167 *	142	39,656
28	70,900 *	83	58,050	143	39,217
29	70,513	84	58,000 *	144	38,808
30	70,000 *	85	57,835	145	38,129
31	69,900 *	86	57,636	146	38,348
32	69,500 *	87	57,043 *		
33	69,300	88	57,000		AVERAGE " " 64,740
34	69,240 *	89	56,484		
35	68,891	90	56,130 *		AVERAGE ALL 60,592
36	68,500 *	91	56,054		
37	68,300 *	92	56,000		
38	68,265 *	93	55,940		
39	67,600 *	94	55,650 *		
40	67,500 *	95	55,600		
41	66,396 *	96	55,574 *		
42	65,920 *	97	55,382		
43	65,462 *	98	55,350		
44	65,300 *	99	55,300		
45	65,204	100	54,780		
46	65,204	101	54,500 *		
47	65,004 *	102	54,500		
48	64,875 *	103	54,450 *		
49	64,600 *	104	54,000 *		
50	64,500	105	54,000		
51	64,000 *	106	53,935		
52	63,900	107	53,148		
53	63,800 *	108	53,039 *		
54	63,500 *	109	53,010		
55	63,000 *	110	53,000		
		111	52,280		
		112	52,264		
		113	52,103		
		114	52,003		
		115	51,699 *		

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 RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
 PAID 1986-87

TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM	RANK	SALARY	RANK	SALARY
	56	41,300	116	24,000 *
	57	41,172 *	117	23,376 *
	58	41,000 *	118	23,176
	59	40,890		
RANK	SALARY	60	40,290 *	AVERAGE ** 44,229
1	72,400 *	61	40,000	
2	70,664	62	40,000	
3	70,000 *	63	40,000 *	
4	64,200 *	64	40,000	
5	64,000	65	39,917	
6	60,900 *	66	39,552 *	
7	60,574 *	67	39,537 *	
8	60,034 *	68	39,165	
9	60,000 *	69	39,068 *	
10	60,000 *	70	38,880 *	
11	58,190	71	38,665	
12	57,400	72	38,006	
13	56,017 *	73	37,572	
14	55,946 *	74	37,504	
15	54,570 *	75	37,300 *	
16	54,303 *	76	37,110	
17	53,028 *	77	37,008 *	
18	53,000 *	78	36,867 *	
19	52,275 *	79	36,550	
20	51,373 *	80	36,431 *	
21	51,028 *	81	36,114 *	
22	50,200 *	82	36,000 *	
23	49,800 *	83	35,848	
24	49,249 *	84	35,700	
25	48,873	85	35,525	
26	48,403	86	35,400 *	
27	48,300 *	87	35,400 *	
28	47,808 *	88	35,302	
29	47,800 *	89	35,000 *	
30	47,250	90	34,000	
31	47,100 *	91	33,412	
32	45,800 *	92	33,300	
33	45,700 *	93	33,034	
34	45,500 *	94	33,000 *	
35	45,180 *	95	32,856	
36	45,084 *	96	32,644 *	
37	45,000 *	97	32,604 *	
38	45,000	98	32,592	
39	44,758 *	99	32,557	
40	( 44,533)	100	32,106	
41	44,520 *	101	32,000 *	
42	44,500 *	102	32,000	
43	43,470 *	103	32,000	
44	43,344 *	104	31,984 *	
45	43,200	105	31,500 *	
46	43,020 *	106	31,000 *	
47	42,500 *	107	30,975 *	
48	42,300 *	108	30,722	
49	42,110 *	109	30,207 *	
50	42,000 *	110	30,183	
51	42,000	111	29,320	
52	41,800	112	29,190	
53	41,580 *	113	29,000	
54	( 41,448)*	114	28,932	
55	41,322	115	28,000	

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TABLE I (Continued)

ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY	RANK	SALARY
RANK	SALARY	56	61,500	116	48,597
1	67,550 *	57	60,800 *	117	48,500 *
2	65,000 *	58	60,740 *	118	48,324 *
3	63,160 *	59	60,641 *	119	47,574
4	60,900 *	60	60,600	120	47,353
5	79,900 *	61	60,500	121	47,124 *
6	79,700 *	62	60,250 *	122	46,650
7	79,280 *	63	60,230	123	46,620
8	78,141 *	64	60,000 *	124	46,328 *
9	77,200 *	65	59,640	125	45,614 *
10	77,147	66	59,364	126	44,750 *
11	77,000 *	67	58,891 *	127	44,700 *
12	76,421 *	68	58,875	128	44,616 *
13	76,000 *	69	58,740 *	129	( 44,533)
14	74,300 *	70	58,575	130	44,400
15	74,050 *	71	58,200	131	44,400 *
16	73,715 *	72	58,167 *	132	44,382
17	73,680 *	73	58,023	133	44,373 *
18	72,238 *	74	58,000	134	44,267
19	70,920 *	75	57,815 *	135	43,888
20	70,669	76	57,646 *	136	42,996
21	70,500 *	77	57,500	137	42,468
22	70,000 *	78	57,264	138	42,600 *
23	70,000 *	79	57,000 *	139	41,532 *
24	69,300 *	80	56,375 *	140	41,443
25	69,000 *	81	55,834 *	141	40,000
26	68,900	82	55,750	142	39,791
27	68,700	83	55,725 *	143	39,603
28	68,662	84	54,500 *	144	39,373
29	68,200	85	54,450 *	145	39,000
30	68,000 *	86	54,418 *	146	38,866
31	67,680 *	87	54,240 *	147	38,616
32	67,000 *	88	54,204 *	148	37,487 *
33	66,700 *	89	54,122	149	36,572
34	66,469 *	90	54,100	150	35,991
35	65,976 *	91	53,940	AVERAGE *** 61,406	
36	65,520 *	92	53,830 *	AVERAGE ALL 57,765	
37	65,500 *	93	53,615 *		
38	65,160 *	94	53,400		
39	64,693	95	53,300 *		
40	64,300 *	96	53,300		
41	64,200	97	53,100		
42	64,100 *	98	52,800 *		
43	64,000	99	52,800 *		
44	63,998	100	52,250 *		
45	63,860 *	101	51,826		
46	63,700 *	102	51,500 *		
47	63,627 *	103	51,000		
48	63,070 *	104	50,923		
49	63,000 *	105	50,666		
50	63,000 *	106	50,509 *		
51	62,540 *	107	50,250		
52	62,004 *	108	50,100		
53	62,000 *	109	50,004		
54	61,755 *	110	49,500 *		
55	61,576 *	111	49,500		
		112	49,400 *		
		113	49,203		
		114	49,000		
		115	48,864 *		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		RANK	SALARY	RANK	SALARY
1	112,000 *	56	74,500	116	58,250
2	100,000 *	57	74,500	117	57,787
3	95,340 *	58	74,116	118	57,138 *
4	95,200 *	59	72,577	119	54,362
5	95,000 *	60	72,500 *	120	53,560 *
6	94,000	61	72,025	121	53,288 *
7	94,000	62	72,000 *	122	50,000 *
8	93,700	63	72,000	AVERAGE *** 75,873	
9	93,586 *	64	71,928 *	AVERAGE ALL 73,703	
10	92,700 *	65	71,800 *		
11	91,500 *	66	71,400		
12	90,000 *	67	( 71,400)		
13	89,600 *	68	71,000		
14	89,000 *	69	70,800		
15	87,500 *	70	70,400 *		
16	( 87,400)*	71	70,000		
17	86,500 *	72	69,900		
18	85,488 *	73	69,852 *		
19	85,000 *	74	68,540 *		
20	84,240 *	75	68,460		
21	84,000	76	( 68,406)		
22	83,000	77	68,200 *		
23	82,835 *	78	68,143 *		
24	( 82,600)*	79	68,000 *		
25	81,936 *	80	68,000		
26	81,871	81	68,000		
27	81,230 *	82	67,917		
28	81,230 *	83	67,500 *		
29	80,855 *	84	67,303		
30	80,234	85	67,000		
31	79,400	86	66,600		
32	79,500 *	87	66,504		
33	79,389 *	88	66,250		
34	79,389 *	89	66,007 *		
35	79,372 *	90	66,000 *		
36	79,300 *	91	66,000 *		
37	78,948 *	92	65,750 *		
38	78,896	93	65,250 *		
39	78,835	94	65,081 *		
40	( 78,700)*	95	65,000 *		
41	78,500 *	96	64,775 *		
42	77,500	97	( 64,305)*		
43	77,500 *	98	63,972		
44	77,500 *	99	63,960 *		
45	76,650	100	63,624		
46	( 76,500)	101	63,264		
47	76,320	102	63,200		
48	76,300 *	103	63,000		
49	( 75,636)*	104	63,000 *		
50	( 75,600)*	105	63,000 *		
51	75,400 *	106	62,500		
52	75,000 *	107	62,235 *		
53	( 75,000)*	108	61,820		
54	74,865	109	61,000		
55	( 74,600)	110	61,000		
		111	60,681		
		112	60,500 *		
		113	60,200 *		
		114	59,580		
		115	59,010		

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TABLE I (Continued)

BUSINESS OR FISCAL OFFICERS: CONTROLLER		RANK	SALARY	RANK	SALARY
		56	52,000 *	116	32,558 *
		57	52,000 *	117	32,500
		58	51,595 *		
		59	51,300 *		
RANK	SALARY	60	51,140 *		
1	50,000 *	61	51,100 *		
2	80,800 *	62	50,965 *		
3	75,600 *	63	50,600 *		
4	75,440 *	64	50,530		
5	73,000 *	65	50,500		
6	72,820 *	66	50,400		
7	71,238 *	67	50,382 *		
8	70,000 *	68	50,250		
9	69,850 *	69	50,000		
10	68,400 *	70	49,767		
11	68,000 *	71	49,700 *	RANK	SALARY
12	66,660	72	49,176	1	( 60,400) *
13	66,600 *	73	46,900 *	2	78,100 *
14	66,000 *	74	( 48,685)	3	67,500 *
15	( 65,200)*	75	48,500	4	66,000 *
16	63,720	76	48,500	5	( 65,200)*
17	63,604 *	77	48,403 *	6	64,000
18	63,100	78	48,312 *	7	60,268
19	62,604 *	79	48,300	8	59,962
20	62,000 *	80	48,272	9	55,080 *
21	61,200 *	81	48,192	10	54,714 *
22	60,600 *	82	48,011 *	11	52,867 *
23	60,042	83	48,000 *	12	50,000
24	60,000	84	48,000 *	13	( 48,685)
25	60,000 *	85	48,000	14	48,600 *
26	60,000	86	47,961 *	15	47,100 *
27	59,400 *	87	( 47,300)*	16	42,800 *
28	58,600	88	46,752	17	41,300 *
29	58,500	89	46,668 *	18	40,600 *
30	58,207 *	90	46,545	19	40,000 *
31	57,700	91	46,100	20	38,094
32	57,500	92	45,294 *	21	37,644 *
33	57,401 *	93	44,625	22	37,363
34	( 57,359)*	94	44,546	23	34,782
35	56,780	95	44,000	24	31,452
36	56,640 *	96	43,300	25	31,263
37	56,500 *	97	42,699 *	26	28,600 *
38	56,500 *	98	42,426 *	27	28,325 *
39	56,430 *	99	42,210 *		AVERAGE ** 51,461
40	56,350 *	100	41,640		
41	56,250	101	41,413		AVERAGE ALL 49,282
42	56,000 *	102	41,300 *		
43	55,704 *	103	41,280		
44	55,015 *	104	41,148		
45	55,000 *	105	40,991		
46	54,800	106	40,338 *		
47	54,550	107	40,250 *		
48	54,500	108	39,504		
49	54,378 *	109	39,429		
50	54,147 *	110	39,000 *		
51	53,875	111	37,270 *		
52	53,754 *	112	36,000		
53	53,000	113	35,990		
54	52,700 *	114	35,300 *		
55	52,667 *	115	34,622		

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BUSINESS OR FISCAL OFFICERS:		RANK	SALARY	RANK	SALARY
	BUSINESS MANAGER	56	25,000 *	51	40,488 *
		AVERAGE **	51,962	52	40,416
		AVERAGE ALL	49,318	53	40,403 *
				54	40,400 *
RANK	SALARY	RANK	SALARY	55	40,353
1	( 80,400)*	1	66,500 *	56	40,000 *
2	72,961 *	2	64,500 *	57	40,000 *
3	66,800 *	3	61,800 *	58	39,500 *
4	65,204	4	61,600 *	59	39,300 *
5	65,100 *	RANK	SALARY	60	39,084 *
6	64,300 *	1	66,500 *	61	39,068
7	63,500	2	64,500 *	62	38,988
8	63,400	3	61,800 *	63	38,605 *
9	61,000 *	4	61,600 *	64	38,500
10	59,840	5	58,500	65	38,325 *
11	58,872 *	6	58,500 *	66	38,000
12	58,800 *	7	58,000 *	67	37,752
13	58,167 *	8	57,800 *	68	37,680 *
14	57,697 *	9	57,300 *	69	37,500
15	57,500 *	10	56,292 *	70	37,400 *
16	57,500 *	11	54,100	71	37,389
17	( 57,359)*	12	53,990 *	72	37,050 *
18	54,125 *	13	51,000	73	36,886
19	53,940	14	50,328 *	74	36,565 *
20	53,880 *	15	50,036 *	75	36,000 *
21	53,136 *	16	50,000 *	76	35,962
22	52,600 *	17	49,571 *	77	35,938
23	51,504	18	49,000	78	35,700
24	51,000 *	19	48,996 *	79	35,460
25	50,974 *	20	48,100 *	80	34,968 *
26	50,692	21	47,550 *	81	34,612 *
27	50,541	22	( 47,300)*	82	34,440
28	50,003	23	47,086 *	83	33,840 *
29	49,200	24	47,000 *	84	33,835
30	49,000	25	46,840	85	33,605
31	49,000	26	46,700 *	86	33,255
32	48,938 *	27	46,683 *	87	32,550
33	47,730	28	46,594 *	88	32,339 *
34	46,000	29	46,452 *	89	32,000
35	45,620 *	30	46,392 *	90	31,828
36	44,975	31	46,278 *	91	31,700
37	44,684 *	32	45,754 *	92	30,500
38	43,451 *	33	45,558	93	30,390 *
39	43,056	34	45,012	94	29,870
40	42,510 *	35	44,070 *	95	29,000 *
41	42,500	36	43,874 *	96	28,850
42	42,483	37	43,050 *	97	28,501 *
43	42,336 *	38	42,981 *	98	28,358
44	41,750 *	39	42,699	99	27,505 *
45	41,705	40	42,500 *	100	26,832 *
46	38,000	41	42,050 *	101	25,000
47	37,920	42	41,875 *	102	22,083
48	37,458	43	41,570 *	103	20,150 *
49	37,036	44	41,500 *	104	19,000
50	34,984	45	41,160 *		AVERAGE ** 43,670
51	34,900 *	46	41,000		AVERAGE ALL 41,174
52	31,380 *	47	40,956		
53	27,241	48	40,910		
54	26,125 *	49	40,572 *		
55	25,992	50	40,500		

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BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER		RANK	SALARY	RANK	SALARY
1	91,500 *	56	48,600 *	116	33,990
2	71,800	57	48,540	117	33,855
3	71,300 *	58	48,403 *	118	33,000
4	71,000	59	48,380 *	119	31,452
5	68,925 *	60	48,300 *	120	30,800
6	68,300 *	61	47,772 *	121	30,000
7	66,500 *	62	47,700	122	29,849
8	( 65,870)*	63	47,689 *	123	29,722
9	( 63,670)*	64	47,460	124	18,554
10	63,600 *	65	47,352		
11	62,815	66	47,340 *	AVERAGE **	50,312
12	62,500 *	67	47,320	AVERAGE ALL	48,388
13	62,004	68	47,248 *		
14	60,300 *	69	47,220 *		
15	60,064	70	46,710		
16	60,036 *	71	46,469		
17	60,000 *	72	45,929 *		
18	60,000 *	73	45,680		
19	60,000	74	45,600		
20	59,778 *	75	45,161 *		
21	58,600	76	45,000 *		
22	58,500	77	44,904 *		
23	58,167	78	44,527		
24	58,000	79	44,456 *		
25	57,500	80	44,342 *		
26	( 57,359)*	81	44,120 *		
27	57,240 *	82	43,944		
28	56,910 *	83	43,275 *		
29	56,056 *	84	42,800		
30	55,770 *	85	42,500 *		
31	55,500 *	86	42,250		
32	55,080 *	87	42,230		
33	55,008 *	88	42,105 *		
34	54,480 *	89	42,000 *		
35	53,136 *	90	41,600 *		
36	53,100 *	91	41,280 *		
37	53,000 *	92	41,246		
38	52,500	93	41,072		
39	52,400 *	94	41,000 *		
40	52,332	95	40,843 *		
41	51,826	96	40,500 *		
42	51,600 *	97	40,473 *		
43	51,590	98	40,300 *		
44	51,500 *	99	40,276		
45	51,116 *	100	39,936		
46	51,060	101	39,000		
47	51,000 *	102	38,501		
48	51,000	103	37,950 *		
49	50,700 *	104	37,600 *		
50	50,000 *	105	37,500 *		
51	49,900 *	106	37,389		
52	49,500 *	107	37,275 *		
53	49,140	108	37,152		
54	49,000	109	37,000		
55	48,739 *	110	36,021 *		
		111	35,400		
		112	35,000		
		113	34,600		
		114	34,295		
		115	34,000		

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BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL		RANK	SALARY	RANK	SALARY
		56	50,400 *	116	38,640
		57	50,200 *	117	38,004
		58	50,200	118	38,000
		59	50,076 *	119	37,950 *
RANK	SALARY	60	50,003	120	37,800
1	87,840 *	61	49,900 *	121	37,500 *
2	84,400 *	62	49,549 *	122	37,368 *
3	80,000 *	63	49,251 *	123	36,260 *
4	74,000 *	64	49,200 *	124	36,218 *
5	72,500 *	65	49,000 *	125	36,050
6	72,100	66	48,605 *	126	35,800 *
7	71,925 *	67	48,600	127	35,204
8	70,000 *	68	48,566	128	35,100 *
9	68,350 *	69	48,516 *	129	34,657
10	67,700 *	70	48,000	130	34,081
11	66,000 *	71	47,700	131	33,397 *
12	65,180 *	72	47,500 *	132	32,740 *
13	64,450	73	47,500	133	32,009 *
14	64,000	74	47,277 *	134	31,452
15	64,000	75	47,000	135	31,263
16	63,000 *	76	47,000	136	31,117
17	62,100 *	77	46,653 *	137	29,000 *
18	62,100 *	78	46,341 *	138	27,089
19	62,073 *	79	46,125		
20	61,200 *	80	45,850 *		AVERAGE *** 51,787
21	59,984 *	81	45,838		AVERAGE ALL 49,206
22	59,300 *	82	45,699		
23	59,276	83	45,600 *		
24	58,800	84	45,400		
25	58,201 *	85	45,275 *		
26	58,167	86	45,000 *		
27	58,167	87	44,935		
28	57,876	88	44,116		
29	57,800	89	44,064 *		
30	57,760 *	90	44,000		
31	57,359 *	91	43,900 *		
32	57,069 *	92	43,785 *		
33	56,676 *	93	43,200 *		
34	56,600 *	94	43,044 *		
35	56,595 *	95	42,743 *		
36	55,680 *	96	42,432		
37	55,500	97	42,260 *		
38	55,125 *	98	41,730 *		
39	54,600 *	99	41,475		
40	54,200 *	100	( 41,448) *		
41	54,200 *	101	41,300		
42	54,000	102	40,750		
43	53,264 *	103	40,714		
44	53,200	104	40,572 *		
45	52,500 *	105	40,572		
46	52,325 *	106	40,332		
47	52,270 *	107	40,200		
48	51,870	108	40,140		
49	51,503 *	109	40,006		
50	51,450 *	110	39,773		
51	51,300 *	111	39,537 *		
52	51,174 *	112	( 39,325) -		
53	51,000 *	113	39,200		
54	50,500	114	38,760		
55	50,452 *	115	38,665		

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RANK	RANK	SALARY	RANK	SALARY
STUDENT AFFAIRS OFFICERS:	56	68,000 *	116	53,000 *
VICE PRESIDENT FOR STUDENT	57	68,000 *	117	52,750
AFFAIRS(SERVICES)	58	68,000	118	50,000 *
	59	67,806	119	50,000
RANK	60	67,737 *	120	49,500
1	61	67,620 *	121	47,250
2	62	67,030 *	122	45,100
3	63	( 66,936)	123	44,367 *
4	64	66,750 *		
5	65	66,504	AVERAGE ***	69,343
6	66	66,168 *		
7	67	65,500 *	AVERAGE ALL	67,734
8	68	65,500 *		
9	69	65,204		
10	70	65,004		
11	71	65,000		
12	72	65,000 *		
13	73	64,963 *		
14	74	64,766		
15	75	64,300		
16	( 79,000)*	64,008		
17	77	64,000 *		
18	78	63,622		
19	79	63,608		
20	80	63,500		
21	81	63,500		
22	82	63,228 *		
23	83	63,100 *		
24	84	62,800		
25	85	62,700 *		
26	86	( 62,700)*		
27	87	62,000 *		
28	88	61,763 *		
29	89	( 61,575)*		
30	90	60,843		
31	91	60,600 *		
32	92	60,480 *		
33	93	60,420 *		
34	94	60,000 *		
35	95	60,000 *		
36	96	60,000 *		
37	97	59,582		
38	98	59,568		
39	99	58,860		
40	100	58,500 *		
41	101	58,500		
42	102	58,300 *		
43	103	58,224 *		
44	104	58,200		
45	105	58,000 *		
46	106	( 58,000)		
47	107	57,870		
48	108	57,500		
49	109	57,372		
50	110	57,302 *		
51	111	56,230 *		
52	112	56,194		
53	113	55,250		
54	114	54,750		
55	115	54,000 *		

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STUDENT AFFAIRS OFFICERS:		RANK	SALARY	RANK	SALARY
DEAN OF STUDENT AFFAIRS		56	50,000 *	12	50,652
		57	49,700 *	13	50,400 *
		58	48,615	14	47,170 *
		59	48,000 *	15	46,865 *
RANK	SALARY	60	48,000 *	16	46,750 *
1	71,000 *	61	47,048 *	17	45,943 *
2	68,529	62	47,196	18	45,900 *
3	( 66,936)	63	47,182	19	45,700
4	66,766	64	46,500 *	20	45,700 *
5	66,680 *	65	46,095	21	45,100 *
6	65,400 *	66	46,000 *	22	43,684
7	64,000 *	67	45,600 *	23	43,440
8	62,818	68	45,518 *	24	42,912 *
9	( 62,700)*	69	44,988	25	42,700 *
10	62,500 *	70	44,700 *	26	41,070
11	62,000 *	71	43,500 *	27	41,040 *
12	60,404 *	72	43,000	28	41,010
13	60,087 *	73	42,788	29	40,762
14	59,400 *	74	42,697	30	39,800 *
15	59,272 *	75	42,650 *	31	39,600 *
16	59,178	76	( 42,235)*	32	39,552 *
17	58,892 *	77	42,168	33	39,000
18	58,800	78	41,316 *	34	38,616
19	58,800	79	41,000 *	35	38,372 *
20	58,000 *	80	40,884	36	38,200 *
21	57,826 *	81	40,397 *	37	38,110
22	57,750 *	82	40,043	38	36,000 *
23	57,252 *	83	40,024	39	35,296
24	56,650	84	38,800 *	40	34,052 *
25	56,200	85	37,992	41	33,636 *
26	56,134 *	86	37,960	42	33,564 *
27	55,680	87	36,375	43	33,000 *
28	55,299	88	35,919	44	32,946 *
29	55,000 *	89	35,000	45	31,983 *
30	54,929	90	34,285 *	46	31,625
31	54,500 *	91	34,008	47	30,653 *
32	54,480 *	92	32,411	48	29,644 *
33	54,435 *			49	29,214 *
34	54,349 *		AVERAGE ** 52,499	50	26,670 *
35	53,613			51	25,476
36	53,600		AVERAGE ALL 51,019	52	25,000
37	53,400 *			53	24,972 *
38	53,200			54	24,000
39	53,000			55	23,000 *
40	53,000 *		STUDENT AFFAIRS OFFICERS:	56	22,220 *
41	52,841 *		DEAN OF INTERNATIONAL	57	18,267
42	52,500		STUDENTS		
43	52,050 *				AVERAGE ** 42,666
44	52,000 *	RANK	SALARY		
45	52,000 *	1	84,674 *		
46	51,946 *	2	73,772 *		
47	51,600 *	3	66,965 *		
48	51,550 *	4	61,764		
49	51,250	5	61,052 *		
50	50,923 *	6	59,500 *		
51	50,500	7	56,557		
52	50,388 *	8	54,500 *		
53	50,303 *	9	52,500 *		
54	50,164	10	52,000		
55	50,003	11	50,800 *		

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TABLE I (Continued)

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		56	( 48,403)	116	37,700 *
		57	48,250 *	117	37,588
		58	48,193	118	37,135 *
		59	48,100	119	37,125
RANK	SALARY	60	47,980 *	120	( 37,100)*
1	72,803 *	61	47,475	121	37,026 *
2	( 67,800)*	62	47,000 *	122	37,000
3	( 64,149)*	63	46,858 *	123	36,980
4	63,686 *	64	46,648 *	124	35,969
5	63,035 *	65	46,350	125	35,950 *
6	60,720	66	46,333 *	126	35,592
7	60,200	67	46,320 *	127	35,240 *
8	59,440 *	68	46,299	128	34,845 *
9	59,010 *	69	46,176 *	129	34,567
10	58,650 *	70	46,152	130	32,956 *
11	( 58,368)*	71	( 46,103)*	131	32,380 *
12	58,320 *	72	46,000 *	132	31,851 *
13	58,116 *	73	45,870 *	133	31,200
14	57,684	74	45,705 *	134	31,200
15	56,800 *	75	45,645	135	31,198
16	56,750 *	76	45,368	136	30,502
17	( 56,676)*	77	45,304 *	137	( 30,500)
18	56,150 *	78	45,000	138	30,000
19	56,054	79	44,982 *	139	29,577
20	55,800 *	80	44,856	140	29,027 *
21	55,700 *	81	44,617 *	141	28,952 *
22	55,164 *	82	44,500 *	142	28,517
23	55,092 *	83	44,100 *	143	27,782
24	( 54,985)*	84	43,865	144	26,712
25	54,982 *	85	43,775	145	25,480 *
26	54,668 *	86	43,668		
27	54,590 *	87	43,606 *	AVERAGE ***	47,369
28	54,060	88	43,570	AVERAGE ALL	45,668
29	( 54,000)*	89	43,320 *		
30	53,880 *	90	43,240		
31	( 53,832)*	91	43,080 *		
32	53,750 *	92	42,400		
33	53,532	93	42,348 *		
34	52,900 *	94	( 42,235)*		
35	52,760 *	95	42,100		
36	52,186	96	42,012 *		
37	52,000 *	97	42,000		
38	51,881	98	( 41,850)*		
39	51,826 *	99	41,573 *		
40	51,800	100	41,000 *		
41	51,500	101	40,800		
42	51,323	102	40,500		
43	51,062 *	103	40,001		
44	51,000 *	104	39,446		
45	50,600 *	105	39,900 *		
46	50,562	106	39,550 *		
47	50,400	107	39,140 *		
48	50,070	108	( 39,120)*		
49	50,000	109	38,856 *		
50	50,000	110	38,403		
51	49,903	111	38,325 *		
52	49,400 *	112	38,000 *		
53	49,384 *	113	38,000 *		
54	49,300 *	114	38,000		
55	49,152 *	115	37,800 *		

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STUDENT AFFAIRS OFFICERS: REGISTRAR		RANK	SALARY	RANK	SALARY
		56	46,272 *	116	38,787 *
		57	46,171 *	117	38,620
		58	46,152	118	38,286 *
		59	( 46,103)*	119	38,000
RANK	SALARY	60	46,061	120	37,755
1	( 46,900)*	61	45,800 *	121	37,500 *
2	46,766	62	45,800 *	122	37,000
3	46,145 *	63	45,736 *	123	37,000
4	( 46,149)*	64	45,650	124	36,920 *
5	46,800	65	45,600	125	36,825
6	46,656	66	45,565 *	126	36,310
7	46,600 *	67	45,550 *	127	36,000
8	46,500 *	68	45,218 *	128	35,975
9	46,400 *	69	45,000 *	129	35,376 *
10	46,240 *	70	44,979	130	34,912
11	46,554 *	71	44,568	131	34,695 *
12	46,500 *	72	44,450 *	132	33,750 *
13	46,040 *	73	44,445 *	133	33,680
14	( 58,366)*	74	44,348 *	134	33,100 *
15	46,167	75	44,200 *	135	32,616 *
16	46,167	76	44,041	136	32,000 *
17	46,150 *	77	44,004 *	137	31,200
18	46,200 *	78	44,000 *	138	30,800 *
19	( 56,676)*	79	44,000	139	( 30,500)
20	46,223 *	80	43,943	140	29,372
21	46,200 *	81	43,900 *	141	29,304
22	45,600 *	82	43,583	142	29,740 *
23	( 54,985)*	83	43,560		AVERAGE "##" 47,291
24	46,192	84	43,472		AVERAGE ALL 45,723
25	( 54,000)*	85	43,190		
26	43,940 *	86	42,850		
27	( 53,832)*	87	42,800 *		
28	43,760 *	88	42,800		
29	43,000 *	89	42,710 *		
30	42,944	90	42,105		
31	42,500	91	42,000 *		
32	42,200 *	92	41,693		
33	42,142	93	41,642		
34	42,000 *	94	41,300 *		
35	41,727	95	41,145 *		
36	41,315 *	96	41,000 *		
37	40,992	97	41,000		
38	40,969 *	98	40,730		
39	40,255 *	99	40,700		
40	40,000 *	100	40,601		
41	49,343	101	40,577 *		
42	49,152 *	102	40,020		
43	49,100	103	40,000 *		
44	49,087 *	104	40,000		
45	49,035 *	105	39,933 *		
46	48,920 *	106	39,900 *		
47	48,547 *	107	39,840 *		
48	48,368 *	108	39,800		
49	48,237 *	109	39,408 *		
50	47,912 *	110	39,208		
51	47,825	111	39,200 *		
52	47,600 *	112	39,135		
53	47,379 *	113	( 39,120)*		
54	47,280 *	114	39,030		
55	46,920	115	38,995		

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TABLE I (Continued)

RANK	RANK	RANK	RANK	
STUDENT AFFAIRS OFFICERS:				
DIRECTOR OF FINANCIAL	56	43,000 *	116	34,938 *
AID	57	43,000 *	117	34,400
	58	42,609 *	118	34,285 *
	59	42,540	119	34,200 *
RANK	RANK	RANK	RANK	
1	60	42,433	120	34,037
2	61	42,041	121	34,026
3	62	41,900 *	122	34,000 *
4	63	41,850)*	123	33,272
5	64	41,719 *	124	33,250 *
6	65	41,634 *	125	33,000
7	66	41,300 *	126	32,436
8	67	41,142 *	127	32,389 *
9	68	41,138 *	128	32,362
10	69	41,030	129	32,340 *
11	70	41,000 *	130	32,250
12	71	41,000	131	32,098
13	72	41,000 *	132	32,000 *
14	73	40,641	133	32,000 *
15	74	40,584	134	31,848
16	75	40,500	135	31,763
17	76	40,318 *	136	31,605
18	77	40,056 *	137	31,320
19	78	40,000 *	138	31,184
20	79	39,929	139	31,182
21	80	39,684 *	140	30,931 *
22	81	39,677	141	30,900
23	82	39,519	142	30,400
24	83	39,456	143	29,364
25	84	39,349 *	144	27,983
26	85	39,200 *	145	27,808 *
27	86	39,072 *	146	20,800
28	87	39,003		AVERAGE *** 43,257
29	88	39,000 *		AVERAGE ALL 41,441
30	89	38,880 *		
31	90	38,876		
32	91	38,812 *		
33	92	38,654 *		
34	93	38,580 *		
35	94	38,500		
36	95	38,403		
37	96	38,316 *		
38	97	38,300		
39	98	38,265 *		
40	99	38,194		
41	100	38,000		
42	101	38,000		
43	102	37,419 *		
44	103	37,330		
45	104	37,200		
46	105	37,100)*		
47	106	36,948 *		
48	107	36,925 *		
49	108	36,900 *		
50	109	36,678		
51	110	36,470 *		
52	111	36,250 *		
53	112	35,734		
54	113	35,430		
55	114	35,102		
	115	35,000 *		

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STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		RANK	SALARY	RANK	SALARY
1	( 74,500)*	56	44,600 *	116	29,705
2	73,400 *	57	44,415	117	29,633
3	65,300 *	58	44,000 *	118	29,480
4	64,698 *	59	43,968 *	119	29,279
5	63,787	60	43,870	120	29,148
6	63,120 *	61	43,800 *	121	29,016
7	61,980 *	62	43,524 *	122	29,000
8	61,000 *	63	43,491	123	29,000
9	60,720	64	43,000 *	124	28,828
10	59,000 *	65	42,750 *	125	28,600
11	58,534 *	66	42,687 *	126	28,094
12	58,500 *	67	42,517 *	127	27,628
13	57,900	68	42,400	128	27,580
14	57,250 *	69	42,280 *	129	27,374 *
15	56,437 *	70	42,180 *	130	27,354 *
16	55,000 *	71	41,800 *	131	26,280
17	55,000 *	72	41,723 *	132	24,978
18	54,650	73	41,500 *	133	22,000 *
19	54,419 *	74	41,411	134	18,415
20	54,048 *	75	41,107		
21	( 53,264)	76	41,000 *		
22	( 52,872)*	77	40,580 *		
23	52,692	78	40,505		
24	52,500	79	39,715 *		
25	52,386	80	39,338 *		
26	52,000 *	81	39,296 *		
27	51,780 *	82	39,270		
28	50,000 *	83	39,057 *		
29	50,000 *	84	39,000		
30	50,000	85	38,230		
31	49,234 *	86	38,016 *		
32	49,203	87	37,850 *		
33	49,008 *	88	37,350		
34	48,900 *	89	37,319		
35	48,725 *	90	37,300 *		
36	48,591	91	37,008		
37	48,265 *	92	36,816 *		
38	48,220 *	93	36,781		
39	47,472 *	94	36,770		
40	47,412 *	95	36,750		
41	47,300 *	96	36,500		
42	47,300 *	97	35,280 *		
43	47,104 *	98	35,200		
44	46,953 *	99	34,800		
45	46,800 *	100	34,536		
46	46,656 *	101	34,183 *		
47	46,570 *	102	34,000 *		
48	46,500 *	103	34,000		
49	46,250	104	33,538 *		
50	45,860 *	105	33,500 *		
51	45,560	106	33,342 *		
52	45,526 *	107	33,240		
53	45,000 *	108	32,960		
54	45,000 *	109	32,608		
55	44,604 *	110	32,600		
		111	32,585		
		112	32,415		
		113	31,500 *		
		114	31,192 *		
		115	29,898 *		

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RANK	SALARY	RANK	SALARY	RANK	SALARY
STUDENT AFFAIRS OFFICERS:		56	64,020 *	116	26,873
DIRECTOR OF STUDENT		57	63,654	117	26,162
HEALTH CENTER		58	63,500	118	25,868
		59	62,753 *	119	24,768
RANK	SALARY	60	62,412		
1	99,234 *	61	62,106	AVERAGE **	67,042
2	94,280 *	62	61,578 *	AVERAGE ALL	62,203
3	91,351 *	63	60,609		
4	90,112 *	64	60,600 *		
5	88,000	65	59,358 *		
6	88,000 *	66	59,299 *		
7	87,500 *	67	59,250 *		
8	86,500 *	68	59,010		
9	86,136	69	59,000 *		
10	85,929 *	70	58,995 *		
11	85,300 *	71	58,000 *		
12	84,290 *	72	57,877 *		
13	84,180	73	57,750		
14	83,740 *	74	57,708 *		
15	83,115 *	75	57,250		
16	83,080 *	76	57,100 *		
17	82,977 *	77	57,000 *		
18	82,554	78	56,448 *		
19	82,536 *	79	56,196		
20	82,500 *	80	55,270		
21	82,116 *	81	55,029		
22	80,078	82	55,000		
23	80,000 *	83	54,895 *		
24	79,300 *	84	54,883 *		
25	78,753 *	85	54,810 *		
26	78,310 *	86	54,672 *		
27	78,149	87	53,285		
28	77,671 *	88	53,281		
29	77,651 *	89	52,500 *		
30	77,435	90	51,128		
31	76,999 *	91	51,000 *		
32	76,920 *	92	50,600		
33	76,536 *	93	50,000 *		
34	76,100 *	94	49,500 *		
35	75,695 *	95	48,648		
36	75,371 *	96	45,116 *		
37	72,895 *	97	44,274		
38	72,767 *	98	44,000 *		
39	71,964 *	99	43,870 *		
40	70,100 *	100	42,800		
41	69,740 *	101	42,570		
42	69,720 *	102	42,500 *		
43	69,440	103	39,000		
44	69,388	104	38,734 *		
45	69,274	105	38,400 *		
46	68,880	106	35,682 *		
47	68,600 *	107	34,294		
48	68,430	108	34,273 *		
49	68,150 *	109	34,250		
50	67,416 *	110	32,071		
51	67,300 *	111	30,894 *		
52	66,400 *	112	30,765		
53	65,620 *	113	28,086		
54	65,532 *	114	28,008		
55	65,330 *	115	27,576		

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RANK	SALARY	RANK	SALARY	RANK	SALARY
ADMINISTRATIVE OPERATIONS		16	78,330 *	10	73,100
OFFICERS: EXECUTIVE		17	76,500 *	11	72,500 *
VICE PRESIDENT		18	( 76,500)	12	69,000 *
		19	( 75,636)*	13	69,143 *
RANK	SALARY	20	75,600 *	14	67,200 *
1	(117,500)*	21	75,600 *	15	( 67,188)*
2	(112,000)	22	75,338	16	( 66,007)*
3	(106,100)*	23	75,100 *	17	65,880 *
4	(105,900)*	24	73,500 *	18	( 65,870)*
5	( 97,000)	25	73,133	19	65,004
6	97,000 *	26	( 73,000)*	20	63,670 *
7	96,511 *	27	72,576	21	63,350 *
8	93,637 *	28	72,100 *	22	( 62,811)
9	90,000 *	29	71,600 *	23	61,400 *
10	( 87,550)*	30	71,449 *	24	60,363 *
11	85,050 *	31	70,320 *	25	56,836
12	84,762	32	70,000 *	26	57,500
13	79,720 *	33	69,700	27	53,560 *
14	79,200 *	34	69,300 *	28	53,000 *
15	78,750 *	35	68,880 *	29	( 51,198)*
16	76,413 *	36	68,406	30	50,620 *
17	75,075 *	37	( 67,188)*	31	( 46,900)*
18	( 74,600)	38	67,018 *	32	42,642
19	( 73,000)*	39	66,936	33	38,000
20	72,510 *	40	66,000	AVERAGE *** 67,245	
21	71,490 *	41	65,000	AVERAGE ALL 66,046	
22	68,680	42	65,000		
23	( 64,305)*	43	64,632		
24	62,940 *	44	63,500 *		
25	57,700	45	61,000		
26	55,454	46	60,600 *		
27	54,499	47	59,447 *		
AVERAGE *** 84,876		48	58,200		
AVERAGE ALL 82,124		49	57,659		
		50	56,800		
		51	52,000 *		
		52	50,058 *		
		53	46,000 *		

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

AVERAGE \*\*\* 73,496

AVERAGE ALL 71,724

RANK	SALARY
1	91,400 *
2	89,000 *
3	88,000 *
4	86,425 *
5	85,000 *
6	( 82,600)*
7	82,000 *
8	81,000 *
9	80,850 *
10	80,100 *
11	80,000
12	79,389 *
13	( 78,700)*
14	78,676
15	78,650 *

ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING

RANK	SALARY
1	89,300
2	88,670 *
3	84,700 *
4	82,800 *
5	80,000 *
6	( 79,700)*
7	78,510
8	77,160 *
9	75,000 *

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ADMINISTRATIVE OPERATIONS OFFICERS: LEGAL COUNSEL		RANK	SALARY	RANK	SALARY
1	100,000 *	56	46,797 *	32	58,167
2	90,000 *	57	45,150	33	58,000
3	86,600 *	58	44,316 *	34	57,900 *
4	82,000 *	59	44,060	35	57,048 *
5	75,100 *	60	43,846	36	56,964 *
6	73,800 *	61	42,703 *	37	56,879 *
7	73,439 *	62	41,380 *	38	55,900 *
8	73,000 *	63	( 40,248)	39	55,000 *
9	72,500 *	64	40,000 *	40	55,000 *
10	70,008 *	65	39,600	41	54,250 *
11	68,640	66	39,003 *	42	54,228
12	68,460 *	67	37,416	43	54,176
13	68,000	68	37,125	44	54,100
14	67,683 *	69	35,000 *	45	54,000 *
15	66,666	70	33,360	46	53,790 *
16	66,220 *			47	53,300 *
17	65,532 *			48	53,000 *
18	65,000 *			49	52,800
19	64,548 *			50	52,368 *
20	63,100			51	52,250
21	63,000 *			52	51,756
22	62,800 *			53	51,500 *
23	62,029 *			54	51,500 *
24	61,836			55	51,465 *
25	61,084			56	51,000 *
26	60,430 *	1	78,000 *	61	50,220 *
27	60,270	2	76,500 *	62	( 50,004)*
28	60,081 *	3	73,500	63	50,000
29	59,828 *	4	72,300 *	64	49,000
30	59,700 *	5	71,800 *	65	48,534 *
31	58,983 *	6	70,580 *	66	48,456
32	58,500 *	7	70,500 *	67	47,829
33	57,150	8	70,000 *	68	47,740
34	57,120	9	67,800 *	69	47,640
35	56,580	10	66,562	70	47,560 *
36	56,500	11	66,000 *	71	46,073 *
37	56,070 *	12	65,700	72	45,582
38	55,650 *	13	65,193 *	73	45,300 *
39	55,640 *	14	64,850 *	74	45,200 *
40	55,000 *	15	64,000	75	44,760 *
41	54,351 *	16	63,856	76	44,500 *
42	53,000	17	63,500 *	77	( 44,200)*
43	52,500 *	18	63,250 *	78	43,842 *
44	52,479	19	63,000 *	79	43,359
45	52,385	20	62,500 *	80	43,000 *
46	51,450 *	21	62,000 *	81	42,602
47	50,850	22	61,696 *	82	41,501 *
48	( 50,004)*	23	61,360	83	41,236 *
49	50,000	24	60,504	84	40,722
50	49,600 *	25	59,360	85	40,660 *
51	49,600 *	26	59,299	86	( 40,248)
52	47,939 *	27	59,093 *	87	40,000 *
53	47,607 *	28	59,000	88	39,323 *
54	47,000	29	59,000 *		
55	46,824 *	30	58,895 *		
		31	58,167		

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ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT		RANK	SALARY	RANK	SALARY
RANK	SALARY	20	56,000 *	80	35,540 *
89	39,000 *	21	55,616 *	81	35,500
90	38,000	22	55,600 *	82	35,290
91	37,780 *	23	55,212	83	35,070 *
92	37,000 *	24	( 55,091)	84	35,000 *
93	36,800 *	25	54,240 *	85	34,000
94	36,720 *	26	53,940	86	32,600 *
95	36,132 *	27	53,207	87	31,459 *
96	35,328 *	28	53,100 *	86	29,101
97	34,076	29	53,050 *		
98	33,359	30	53,000		AVERAGE *** 52,649
99	33,200 *	31	52,000		
100	32,900 *	32	52,000 *		AVERAGE ALL 50,138
101	32,500	33	51,450 *		
102	32,477 *	34	51,025		
103	31,500 *	35	50,800 *		
104	31,150 *	36	50,508		
105	30,030 *	37	50,500		
106	26,174	38	50,450 *		
107	26,000	39	50,328 *		
108	22,750	40	50,280 *		
109	22,289 *	41	50,000 *		
110	21,320	42	50,000		
		43	49,980		
		44	49,768 *		
		45	48,900		
		46	( 48,660)*		
		47	48,554 *		
		48	48,400 *		
		49	48,200 *		
		50	48,000 *		
		51	48,000		
		52	47,904 *		
		53	47,450		
		54	47,380 *		
		55	46,800 *		
		56	46,390 *		
		57	46,320 *		
		58	45,574		
		59	45,421 *		
		60	45,000		
		61	44,041 *		
		62	43,800 *		
		63	43,600		
		64	43,548		
		65	43,500 *		
		66	43,300 *		
		67	42,500 *		
		68	42,132		
		69	41,058 *		
		70	40,300		
		71	40,160 *		
		72	39,000 *		
		73	38,714		
		74	38,280		
		75	38,160		
		76	37,936		
		77	37,313 *		
		78	36,975 *		
		79	35,740		

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ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		RANK	SALARY	RANK	SALARY
1	82,000 *	56	54,624 *	116	42,000 *
2	73,000 *	57	54,344 *	117	41,050 *
3	72,000	58	54,090	118	41,000 *
4	71,070 *	59	53,976	119	40,857
5	71,030 *	60	53,928 *	120	40,100
6	70,629 *	61	53,500	121	40,000
7	70,500 *	62	53,300	122	39,068
8	68,400 *	63	53,000	123	38,700
9	67,350	64	52,800 *	124	38,641 *
10	( 67,256)*	65	51,888 *	125	38,480
11	66,713 *	66	51,800 *	126	38,460
12	66,417	67	51,720 *	127	38,270 *
13	66,096 *	68	51,500	128	38,007
14	65,890 *	69	51,000	129	37,176 *
15	65,800 *	70	51,000	130	35,144
16	65,328 *	71	51,000 *	131	34,957
17	64,870	72	51,000	132	32,656
18	63,500	73	50,625 *	133	30,384
19	63,000 *	74	50,406 *		AVERAGE *** 54,824
20	62,711 *	75	50,336		AVERAGE ALL 52,624
21	62,525 *	76	50,310		
22	61,800 *	77	50,133 *		
23	60,988 *	78	50,004		
24	60,900 *	79	49,907 *		
25	60,504	80	49,900		
26	60,000 *	81	49,827		
27	60,000	82	49,500		
28	59,980 *	83	49,464 *		
29	59,500 *	84	49,404		
30	59,500 *	85	49,300 *		
31	59,500 *	86	48,600		
32	59,312 *	87	48,504 *		
33	59,000 *	88	48,000 *		
34	58,950 *	89	48,000 *		
35	58,740 *	90	48,000 *		
36	58,500 *	91	47,465 *		
37	58,300 *	92	47,464		
38	58,167	93	47,400 *		
39	57,800 *	94	47,107		
40	57,750 *	95	46,904 *		
41	57,054 *	96	46,800		
42	57,041 *	97	46,800 *		
43	57,000 *	98	46,710 *		
44	56,954	99	46,468 *		
45	56,290	100	46,436 *		
46	56,220	101	45,800		
47	56,000	102	45,792		
48	56,000 *	103	45,500 *		
49	55,764 *	104	45,390		
50	55,700 *	105	45,038 *		
51	55,620 *	106	44,760		
52	55,500	107	44,520 *		
53	( 55,091)	108	44,500 *		
54	55,000 *	109	44,391 *		
55	55,000	110	43,935 *		
		111	43,575		
		112	42,800 *		
		113	42,699		
		114	42,240		
		115	42,230		

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ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	RANK	SALARY
1	70,000 *	58	43,500	118	30,384 *
2	68,800 *	59	43,400	119	30,000
3	66,632 *	60	42,800	120	28,602
4	61,684	61	42,496	121	27,660 *
5	59,102	62	42,127 *	122	27,584 *
6	58,067 *	63	( 42,017)	123	27,181
7	58,000 *	64	42,000 *	124	27,180
8	58,000 *	65	41,500	125	26,300 *
9	56,547 *	66	41,464 *	126	25,920
10	56,000 *	67	41,100	127	24,502
11	55,700 *	68	41,000 *	128	24,426 *
12	55,450	69	40,800 *	129	22,194
13	55,300	70	40,400		
14	54,112 *	71	40,200 *		AVERAGE *** 43,848
15	53,800 *	72	40,000 *		
16	53,575 *	73	39,996 *		
17	52,523 *	74	39,804		
18	52,500 *	75	39,274		
19	52,190 *	76	38,960 *	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION	
20	52,096 *	77	38,700		
21	52,000	78	38,636 *		
22	51,312 *	79	38,625		
23	50,880	80	38,560	RANK	SALARY
24	50,558 *	81	38,500 *	1	(105,400)*
25	50,325	82	38,261	2	88,680 *
26	50,000 *	83	37,974 *	3	( 81,100)*
27	49,620	84	37,648	4	80,012 *
28	49,500 *	85	37,572	5	( 79,350)*
29	49,350 *	86	37,152 *	6	78,696 *
30	49,300 *	87	37,000 *	7	( 77,250)*
31	48,303 *	88	36,737 *	8	( 77,160)*
32	47,700 *	89	36,234 *	9	76,125 *
33	( 47,508)	90	36,000 *	10	( 75,800)*
34	47,500 *	91	35,700	11	75,600 *
35	47,275 *	92	35,678	12	75,500 *
36	47,150 *	93	35,600 *	13	75,000 *
37	47,000 *	94	35,555	14	74,500
38	46,008 *	95	35,464	15	72,930 *
39	46,008	96	35,016 *	16	72,050 *
40	45,908 *	97	35,016 *	17	71,556
41	45,668 *	98	34,616	18	( 71,500)
42	45,500 *	99	34,500 *	19	65,000
43	45,396 *	100	34,475 *	20	65,000 *
44	45,150 *	101	34,308	21	62,500 *
45	45,000	102	34,200 *	22	62,410 *
46	45,000 *	103	34,000	23	62,000
47	44,820	104	33,535	24	59,430 *
48	44,804	105	32,960 *	25	58,500
49	44,438 *	106	32,805 *	26	58,500
50	44,400 *	107	32,608 *	27	58,370
51	44,400 *	108	32,340	28	( 58,000)
52	44,134	109	32,022	29	( 55,308)
53	44,086	110	31,963	30	52,524 *
54	43,980 *	111	31,792	31	46,226
55	43,728 *	112	31,659 *		
56	43,728 *	113	31,299 *		
57	43,575	114	31,263		
		115	31,000		
		116	30,556 *		
		117	30,400		

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	RANK	SALARY	RANK	SALARY	
PUBLIC RELATIONS & DEVELOPMENT:	56	41,734 *	4	80,000	
DIRECTOR OF PUBLIC RELATIONS	57	41,458 *	5	( 79,663)*	
AND/OR INFORMATION	58	40,816	6	77,500 *	
	59	40,788	7	( 77,160)*	
RANK	SALARY	60	40,560 *	8	77,000 *
1	72,800 *	61	40,500	9	( 75,800)*
2	69,000 *	62	40,368	10	( 74,100)*
3	65,204	63	40,188 *	11	73,992 *
4	62,711 *	64	40,152 *	12	( 72,025)
5	60,510 *	65	40,145	13	71,940
6	60,169 *	66	39,948	14	70,000 *
7	59,800 *	67	39,800	15	69,200 *
8	59,500 *	68	39,502	16	69,000 *
9	56,409 *	69	39,360	17	68,904 *
10	56,400 *	70	39,068	18	68,406
11	56,100 *	71	38,859 *	19	67,567 *
12	54,871 *	72	38,800 *	20	67,136
13	54,200	73	38,500	21	64,400 *
14	53,865	74	38,447	22	64,130 *
15	53,100 *	75	38,319	23	63,600
16	52,560 *	76	37,933 *	24	59,600
17	52,020	77	37,349	25	59,100 *
18	51,214 *	78	36,000 *	26	58,959
19	50,668 *	79	34,961	27	58,347 *
20	50,300	80	34,500	28	( 58,000)*
21	49,000	81	34,380	29	( 58,000)
22	48,990 *	82	34,079	30	54,720 *
23	48,568 *	83	34,044 *	31	54,600 *
24	48,500 *	84	34,000 *	32	53,736 *
25	48,425 *	85	33,964		
26	48,200	86	33,730	AVERAGE ***	69,111
27	47,795 *	87	32,682 *	AVERAGE ALL	68,413
28	47,708 *	88	32,496		
29	47,200 *	89	30,960		
30	47,160	90	30,576		
31	46,823 *	91	30,560		
32	46,800 *	92	30,321 *		
33	46,800 *	93	( 30,029)*		
34	46,529 *	94	29,898 *		
35	46,030	95	29,800		
36	45,600	96	28,620		
37	45,500 *	97	28,010 *		
38	45,300 *	98	26,250		
39	45,056	99	24,336		
40	45,000 *	100	22,850		
41	44,962	101	22,634		
42	44,737 *				
43	44,562 *		AVERAGE ***	46,524	
44	44,500				
45	44,387		AVERAGE ALL	43,176	
46	44,290				
47	44,065				
48	44,000 *		PUBLIC RELATIONS & DEVELOPMENT:		
49	43,728		VICE PRESIDENT FOR		
50	43,260 *		UNIVERSITY RELATIONS		
51	43,144 *				
52	43,019	RANK	SALARY		
53	42,830	1	81,500 *		
54	42,585 *	2	( 81,100)*		
55	42,059	3	80,025 *		

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PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS		RANK	SALARY	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT	
1	76,755 *	4	89,250 *	1	85,000 *
2	76,300	5	81,680 *	2	79,500 *
3	69,288 *	6	83,500 *	3	76,559 *
4	66,250 *	7	82,328 *	4	71,151 *
5	64,300 *	8	82,000 *	5	70,000 *
6	63,600 *	9	( 81,100)*	6	66,500 *
7	62,004	10	80,012 *	7	65,000 *
8	61,000	11	( 79,700)*	8	64,300 *
9	59,600	12	( 79,663)*	9	63,600 *
10	55,710 *	13	79,500 *	10	62,000 *
11	55,640 *	14	( 79,350)*	11	61,716 *
12	55,000 *	15	77,500 *	12	61,700 *
13	54,800	16	( 77,250)*	13	61,359
14	54,500	17	( 77,160)*	14	61,000 *
15	52,920 *	18	( 75,800)*	15	60,822 *
16	51,704 *	19	75,600 *	16	60,000
17	51,104 *	20	74,400	17	60,000 *
18	51,000 *	21	( 74,100)*	18	60,000 *
19	50,992	22	73,500 *	19	59,500
20	50,962	23	73,100	20	58,700 *
21	49,151	24	72,950 *	21	58,469
22	48,900 *	25	( 72,025)	22	58,250 *
23	48,878 *	26	72,000	23	58,167
24	48,360 *	27	{ 71,500)	24	58,162
25	48,000	28	71,300 *	25	58,000 *
26	47,724 *	29	70,500 *	26	57,000
27	47,700 *	30	70,320 *	27	57,000
28	44,594 *	31	70,000 *	28	( 56,856)
29	( 44,200)*	32	70,000	29	56,808 *
30	43,300	33	68,750 *	30	56,160 *
31	43,032 *	34	68,406	31	55,008 *
32	41,450 *	35	68,000 *	32	54,906 *
33	41,236 *	36	66,300 *	33	54,654 *
34	40,200	37	66,300 *	34	54,200
35	39,950 *	38	( 66,007)*	35	54,500
36	( 37,750)	39	65,760 *	36	54,000 *
37	35,016 *	40	65,000	37	54,000 *
38	30,000 *	41	64,500	38	53,700
39	29,553	42	62,400 *	39	53,000 *
		43	62,000 *	40	52,974 *
AVERAGE **	50,972	44	62,000 *	41	52,200 *
AVERAGE ALL	51,088	45	60,350 *	42	52,500 *
		46	60,000 *	43	51,670
		47	59,568	44	50,500 *
		48	59,483 *	45	50,592 *
		49	58,500	46	50,085 *
		50	( 58,000)*	47	50,000
		51	( 58,000)	48	49,512
		52	55,600	49	49,300 *
		53	( 55,308)	50	49,300
		54	55,250	51	49,140
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		55	54,356	Continued	
		56	51,000 *		
		57	48,825 *		
RANK	SALARY	AVERAGE **	75,000		
1	149,800 *	AVERAGE **	75,000		
2	113,250 *	AVERAGE ALL	71,974		

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RANK		RANK	SALARY	RANK	SALARY
PUBLIC RELATIONS & DEVELOPMENT:		10	( 56,856)	70	37,367 *
DIRECTOR OF DEVELOPMENT		11	55,650 *	71	37,000
		12	55,150 *	72	36,876
		13	55,000 *	73	36,216 *
RANK	SALARY	14	54,501	74	36,207
52	48,403	15	53,928 *	75	35,740 *
53	( 47,880)*	16	53,522	76	35,500 *
54	47,250 *	17	53,121 *	77	35,310 *
55	46,828 *	18	52,100 *	78	35,160
56	46,710	19	51,100	79	35,016 *
57	46,466 *	20	50,723 *	80	34,962
58	46,300 *	21	50,550 *	81	34,524 *
59	46,100 *	22	50,470 *	82	34,012
60	45,355	23	50,100 *	83	33,624
61	45,250 *	24	49,500 *	84	33,495
62	43,436	25	48,690 *	85	33,268 *
63	43,000	26	48,500 *	86	32,943 *
64	42,513 *	27	48,403	87	32,610 *
65	42,000 *	28	48,403	88	32,445
66	41,200 *	29	48,400 *	89	32,081 *
67	40,000	30	48,150 *	90	32,000 *
68	39,816 *	31	( 47,880)*	91	31,446 *
69	39,733	32	47,500	92	30,852
70	39,500	33	46,926	93	30,501
71	39,001	34	46,800	94	30,240
72	38,500	35	46,768	95	30,014
73	38,300 *	36	46,676	96	29,700
74	37,995	37	46,313	97	29,700
75	37,200	38	46,076 *	98	29,596
76	37,000	39	45,852	99	29,303
77	36,675 *	40	45,100 *	100	29,205
78	35,750	41	44,796 *	101	28,476
79	35,169 *	42	44,393 *	102	28,200
80	35,000	43	44,364 *	103	28,000 *
81	33,475	44	44,360 *	104	27,582
82	30,979	45	44,000	105	27,139
83	29,797	46	43,754 *	106	26,828
84	27,000 *	47	43,706 *	107	26,175 *
		48	43,383 *	108	25,500
		49	42,929 *	109	25,358 *
AVERAGE ***	54,482	50	42,661	110	24,912
AVERAGE ALL	51,301	51	42,400 *	111	24,000
		52	42,200 *	112	22,500
		53	42,174	113	22,050
		54	( 42,017)	114	21,613
		55	41,460 *		
PUBLIC RELATIONS & DEVELOPMENT:		56	41,033 *	AVERAGE ***	45,664
DIRECTOR OF ALUMNI SERVICES		57	41,000	AVERAGE ALL	41,617
		58	41,000		
		59	40,562 *		
RANK	SALARY	60	40,385 *		
1	84,000 *	61	40,258 *		
2	80,500 *	62	40,000 *		
3	72,250 *	63	39,300 *		
4	65,070 *	64	39,236 *		
5	65,000 *	65	39,081		
6	63,800 *	66	38,764		
7	59,000 *	67	38,300		
8	58,976 *	68	38,150		
9	58,300	69	( 37,750)		

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PUBLIC RELATIONS & DEVELOPMENT:		RANK	SALARY	RANK	SALARY
	DIRECTOR OF AGRICULTURAL EXTENSION	13	79,000 *	19	57,809
1	87,500 *	14	78,500 *	20	55,570
2	86,100 *	15	77,500 *	21	52,520 *
3	86,000 *	16	77,228	22	51,687 *
4	84,800 *	17	76,900 *	23	50,972
5	83,200 *	18	76,260 *		AVERAGE *** 73,757
6	80,290 *	19	76,000		AVERAGE ALL 70,793
7	79,008 *	20	75,600		
8	78,492 *	21	75,600 *		
9	77,647 *	22	74,820 *		
10	( 75,500) *	23	72,200 *		
11	74,613 *	24	72,130 *		
12	73,310 *	25	72,000 *		
13	71,200 *	26	71,954		
14	70,900 *	27	71,929 *		
15	70,000 *	28	71,000		
16	68,508 *	29	70,669		
17	68,100 *	30	70,374 *		
18	68,000 *	31	68,480 *		
19	67,152 *	32	66,600 *		
20	65,500 *	33	66,504		
21	63,276 *	34	64,884		
22	61,250 *	35	63,157		
23	60,961 *	36	63,000 *		
24	60,402 *	37	61,800 *		
25	60,300 *	38	59,240 *		
26	58,716 *	39	52,704 *		
27	57,150 *	40	49,620 *		
28	56,668 *	41	37,800		
29	55,538 *				
30	51,376 *				
AVERAGE ***		70,049			
AVERAGE ALL		70,049			

RESEARCH OFFICERS:  
VICE PRESIDENT FOR RESEARCH  
AND GRADUATE DEAN

RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		RANK	SALARY
		1	92,560 *
		2	89,500 *
		3	86,700 *
		4	80,606 *
		5	80,000 *
RANK	SALARY	6	80,000 *
1	101,500 *	7	78,500 *
2	101,160 *	8	78,384 *
3	99,900	9	77,450 *
4	94,000 *	10	75,000 *
5	90,000 *	11	72,962
6	89,500 *	12	72,804 *
7	84,700 *	13	70,223 *
8	84,000 *	14	70,000 *
9	82,824 *	15	65,700 *
10	81,400 *	16	65,000 *
11	80,100 *	17	63,300
12	80,000	18	61,000 *

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TABLE I (Continued)

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)	RANK	SALARY
	56	48,500 *
	57	48,460
	58	47,800
	59	47,771 *
1	60	47,600 *
2	61	47,500
3	62	46,710
4	63	46,580 *
5	64	46,300
6	65	45,885
7	66	45,611
8	67	45,250 *
9	68	44,792
10	69	44,400
11	70	44,382
12	71	44,095
13	72	43,704
14	73	43,704
15	74	43,600 *
16	75	42,699 *
17	76	42,048 *
18	77	41,800 *
19	78	41,475 *
20	79	40,800 *
21	80	40,584 *
22	81	39,791
23	82	39,600 *
24	83	39,572 *
25	84	39,400
26	85	38,742
27	86	38,196 *
28	87	37,000
29	88	36,225
30	89	35,858 *
31	90	35,175
32	91	34,500
33	92	34,500 *
34	93	34,300 *
35	94	32,896 *
36	95	32,531
37	96	32,500
38	97	29,915
39		AVERAGE *** 54,976
40		53,228
41		53,000
42		AVERAGE ALL 51,674
43		52,961
44		52,778
45		52,500
46		52,140 *
47		51,516 *
48		51,272
49		50,775 *
50		50,085 *
51		50,046 *
52		50,004
53		50,000
54		49,428
55		48,827

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TABLE I (Continued)

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	75,000 *	60	44,298 *	3	98,200 *
2	72,500 *	61	44,148 *	4	96,890 *
3	71,000 *	62	44,100 *	5	93,720 *
4	67,260 *	63	43,611	6	93,264 *
5	66,842 *	64	43,200 *	7	88,000 *
6	63,921 *	65	42,965 *	8	88,000 *
7	63,539 *	66	42,642	9	88,000 *
8	( 62,811)	67	42,500	10	86,077 *
9	61,000	68	42,198 *	11	84,750 *
10	60,000 *	69	42,000 *	12	84,060 *
11	58,512	70	42,000 *	13	83,100 *
12	58,300 *	71	41,662	14	( 82,600)*
13	56,054 *	72	41,220 *	15	82,400 *
14	56,000 *	73	41,149 *	16	82,000 *
15	54,645 *	74	41,136	17	81,004 *
16	54,600	75	40,747	18	81,000 *
17	54,489 *	76	40,700 *	19	79,900 *
18	54,000 *	77	40,700	20	78,696 *
19	53,928 *	78	40,250 *	21	78,584 *
20	53,544	79	39,940	22	75,692 *
21	53,508	80	39,532	23	( 75,500)*
22	53,400	81	39,000 *	24	73,716 *
23	52,653 *	82	39,000	25	72,600 *
24	52,400	83	38,750	26	71,820 *
25	52,342 *	84	38,472	27	71,711 *
26	52,276	85	38,280 *	28	71,100 *
27	51,917	86	38,000	29	71,000 *
28	51,600 *	87	38,000 *	30	70,981 *
29	51,272	88	38,000	31	70,700 *
30	( 50,972)	89	37,275	32	( 70,608)*
31	50,436	90	37,000 *	33	70,600 *
32	50,300 *	91	36,897	34	70,000 *
33	50,115 *	92	36,851 *	35	69,756 *
34	50,100 *	93	35,256	36	69,300 *
35	50,100 *	94	34,500	37	68,500 *
36	50,000 *	95	34,437	38	67,416 *
37	50,000	96	34,158	39	66,625 *
38	49,585 *	97	33,892 *	40	66,600 *
39	49,300 *	98	33,437	41	63,624 *
40	49,140 *	99	33,176	42	61,800 *
41	48,723	100	32,815 *	43	61,160 *
42	( 48,660)*	101	31,932 *	44	60,000 *
43	48,298 *	102	30,000 *	45	59,738 *
44	48,100 *	103	28,780	46	( 58,000)
45	48,000 *	104	28,325 *	47	57,276
46	47,790 *	105	28,000	48	( 57,036)
47	47,650 *	106	22,128 *	49	( 54,931)*
48	47,602 *			50	51,661
49	47,324 *			51	51,376 *
50	47,020 *			AVERAGE **	76,568
51	( 46,900)*			AVERAGE ALL	74,954
52	46,876				
53	46,725 *				
54	46,200 *				
55	46,040 *				
56	45,500 *				
57	45,318 *				
58	44,949 *				
59	44,500 *				
		RANK	SALARY		
		1	110,000 *		
		2	101,600 *		

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TABLE I (Continued)

DEANS (DIRECTORS):		RANK	SALARY	RANK	SALARY
ARCHITECTURE/ENVIRONMENTAL	DESIGN	3	98,700 *	63	67,000 *
		4	98,532 *	64	66,850 *
		5	96,300 *	65	66,700 *
		6	( 95,900)*	66	66,650
RANK	SALARY	7	94,800	67	66,625 *
1	89,000 *	8	94,000 *	68	66,500 *
2	88,600 *	9	92,000 *	69	65,550
3	85,000 *	10	92,000 *	70	65,000
4	83,000 *	11	90,000	71	64,480 *
5	82,500 *	12	89,400	72	64,300
6	81,765 *	13	88,000 *	73	( 64,284)*
7	81,720 *	14	85,000 *	74	64,280
8	80,500 *	15	84,400 *	75	64,000
9	80,240 *	16	84,106 *	76	63,441 *
10	79,364 *	17	84,000 *	77	63,120
11	( 77,250)*	18	83,100 *	78	63,000 *
12	76,176 *	19	82,000 *	79	62,000
13	75,970 *	20	82,000 *	80	61,446
14	75,800 *	21	81,210 *	81	60,245
15	73,489 *	22	80,900	82	60,000 *
16	73,000 *	23	80,500 *	83	59,509 *
17	72,000 *	24	79,211 *	84	58,881
18	71,940 *	25	79,200 *	85	58,500
19	71,000	26	78,921 *	86	58,500
20	70,119 *	27	78,800	87	58,383
21	70,000 *	28	78,795 *	88	58,200 *
22	69,000	29	78,629 *	89	58,170
23	68,000	30	78,500	90	58,008
24	67,833 *	31	78,324	91	58,000
25	67,560 *	32	77,000	92	57,809
26	67,000 *	33	76,000	93	57,780
27	65,749	34	75,600 *	94	57,276
28	64,800	35	75,350	95	56,230 *
29	64,800 *	36	75,000 *	96	55,091
30	64,500 *	37	74,880 *	97	54,102 *
31	64,500 *	38	74,800 *	98	54,000 *
32	64,000 *	39	74,200	99	53,300 *
33	62,900 *	40	73,400	100	53,055 *
34	62,290 *	41	72,954 *	101	49,941
35	61,236 *	42	72,900 *	102	49,533
36	60,000 *	43	72,500 *	103	47,800 *
37	60,000 *	44	72,450 *		
38	57,960 *	45	72,084 *	AVERAGE **	74,742
39	56,339 *	46	72,000	AVERAGE ALL	71,758
40	54,853 *	47	71,940		
41	53,100 *	48	71,900		
42	50,196 *	49	71,360		
43	50,000 *	50	71,175 *		
		51	70,920 *		
		52	70,716		
		53	70,669		
		54	70,400 *		
		55	70,300		
		56	70,210 *		
		57	70,146 *		
		58	68,700 *		
		59	68,406 *		
RANK	SALARY	60	68,400 *		
1	110,500 *	61	68,004 *		
2	104,000 *	62	67,296 *		

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TABLE I (Continued)

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		RANK	SALARY	RANK	SALARY
RANK	SALARY				
1	120,000 *	60	73,600	120	57,276
2	118,945 *	61	73,400 *	121	57,251
3	115,000 *	62	73,250	122	57,000 *
4	108,000	63	73,100 *	123	56,589 *
5	102,416 *	64	72,716 *	124	54,000
6	97,500 *	65	72,000 *	125	52,976
7	95,000 *	66	71,868 *	126	52,000
8	94,500 *	67	71,500 *	127	51,500 *
9	93,048 *	68	71,200	128	51,000
10	92,750 *	69	71,148 *	129	46,072
11	92,750	70	71,064		
12	92,400 *	71	70,956	AVERAGE ***	77,800
13	92,116 *	72	70,800	AVERAGE ALL	73,962
14	90,720 *	73	70,200 *		
15	89,717 *	74	70,000		
16	89,305 *	75	70,000		
17	89,000 *	76	70,000		
18	88,000 *	77	70,000		
19	86,412 *	78	69,936 *		
20	85,855 *	79	69,430		
21	85,400 *	80	69,355		
22	85,000	81	69,240 *		
23	85,000 *	82	69,225 *		
24	84,360 *	83	69,144		
25	84,045 *	84	69,072 *		
26	84,000 *	85	69,000 *		
27	84,000 *	86	68,782 *		
28	83,844 *	87	68,700 *		
29	83,715 *	88	68,540		
30	83,200 *	89	68,406		
31	83,000 *	90	68,000 *		
32	80,200 *	91	68,000		
33	79,691	92	67,100 *		
34	79,600	93	66,625 *		
35	79,500 *	94	66,500 *		
36	79,310 *	95	66,500		
37	78,800 *	96	65,508		
38	78,624 *	97	65,400 *		
39	78,132 *	98	65,147 *		
40	78,090 *	99	65,000 *		
41	78,000 *	100	63,900 *		
42	77,800 *	101	63,750		
43	77,595	102	63,300 *		
44	77,494	103	62,988		
45	77,380 *	104	62,837		
46	77,220	105	61,825 *		
47	77,100	106	61,536		
48	77,000 *	107	61,380		
49	76,654 *	108	61,140		
50	76,300 *	109	60,234 *		
51	75,600	110	60,000		
52	74,885 *	111	60,000		
53	74,880 *	112	59,960		
54	74,500	113	59,500 *		
55	74,298	114	59,500		
		115	58,870 *		

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TABLE I (Continued)

RANK	RANK	SALARY	RANK	SALARY
DEANS (DIRECTORS):	56	56,456	5	100,000 *
CONTINUING EDUCATION	57	55,800 *	6	94,500
(EXTENSION)	58	55,220 *	7	94,329 *
	59	55,000	8	92,500 *
RANK	60	54,500	9	89,336 *
1	61	53,904	10	89,160 *
2	62	53,868 *	11	87,727 *
3	63	53,510 *	12	83,542 *
4	64	53,400 *	13	82,992 *
5	65	53,124 *	14	65,004
6	66	53,000		
7	67	53,000 *	AVERAGE ***	95,876
8	68	52,157 *		
9	69	51,852	AVERAGE ALL	93,953
10	70	51,481		
11	71	51,408 *		
12	72	51,000		
13	73	50,926	DEANS (DIRECTORS):	
14	74	50,200 *	EARTH SCIENCES/	
15	75	50,000 *	NATURAL RESOURCES	
16	76	49,878 *		
17	77	48,881	RANK	SALARY
18	78	48,864	1	100,533 *
19	79	48,422 *	2	90,249 *
20	80	48,118	3	76,500
21	81	48,100	4	75,000 *
22	82	47,954 *	5	73,341 *
23	83	47,408	6	70,600 *
24	84	47,250 *	7	68,000 *
25	85	46,973	8	66,766
26	86	46,437 *	9	65,280 *
27	87	46,350 *	10	59,000 *
28	88	45,533	11	56,585 *
29	89	45,300		
30	90	44,732	AVERAGE ***	73,176
31	91	44,343 *		
32	92	43,687 *	AVERAGE ALL	72,896
33	93	41,000 *		
34	94	40,788		
35	95	40,560		
36	96	38,454		
37	97	37,708		
38	98	36,211		
39				
40				
41				
42				
43				
44				
45				
46				
47			DEANS (DIRECTORS):	
48			DENTISTRY	
49				
50				
51			RANK	SALARY
52	57,800 *	1	112,550 *	
53	57,572 *	2	112,500 *	
54	57,348 *	3	110,000 *	
55	56,833 *	4	101,200	

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TABLE I (Continued)

DEANS (DIRECTORS): EDUCATION		RANK	SALARY	RANK	SALARY
		56	68,900 *	116	53,772
		57	68,600	117	53,760 *
		58	68,406	118	53,162 *
		59	68,364 *	119	53,000
RANK	SALARY	60	68,250	120	53,000 *
1	95,700 *	61	68,000 *	121	52,800 *
2	93,100 *	62	68,000 *	122	51,500 *
3	87,720 *	63	67,980 *	123	51,481
4	86,234 *	64	67,725 *	124	50,485
5	85,800	65	67,500	125	49,067
6	84,240 *	66	67,500 *	126	46,594 *
7	82,992 *	67	67,300	127	44,200 *
8	82,500 *	68	67,150		
9	82,000 *	69	67,000 *		AVERAGE *** 69,999
10	81,318	70	66,645 *		
11	81,200 *	71	66,000 *		AVERAGE ALL 67,357
12	80,249 *	72	65,700 *		
13	79,920 *	73	65,700 *		
14	79,000 *	74	65,600 *		
15	78,629	75	65,402		
16	78,500 *	76	65,000		
17	78,287 *	77	64,900 *		
18	78,270 *	78	64,500		
19	78,000 *	79	64,097		
20	77,733 *	80	64,000		
21	77,400 *	81	64,000		
22	77,300 *	82	63,804		
23	77,270 *	83	62,700 *		
24	77,116 *	84	62,160		
25	77,000 *	85	62,000 *		
26	76,700 *	86	62,000 *		
27	76,000 *	87	61,434		
28	76,000 *	88	61,428		
29	75,600 *	89	61,000 *		
30	75,600 *	90	61,000 *		
31	75,000 *	91	60,918 *		
32	75,000	92	60,727		
33	74,618 *	93	60,000		
34	74,328 *	94	59,971		
35	73,900 *	95	59,496		
36	73,500 *	96	59,426		
37	73,500	97	59,000 *		
38	73,478	98	58,491		
39	72,528 *	99	58,400		
40	72,240	100	58,383		
41	71,868 *	101	58,212		
42	71,000 *	102	58,008		
43	70,930	103	58,000		
44	70,886	104	57,809		
45	70,699	105	57,608		
46	70,560 *	106	57,500 *		
47	70,200 *	107	57,200 *		
48	70,111 *	108	56,930		
49	70,080 *	109	56,021 *		
50	70,000	110	56,000		
51	70,000 *	111	56,000 *		
52	70,000 *	112	55,540		
53	69,500	113	54,600		
54	69,298 *	114	54,500 *		
55	69,000 *	115	54,000		

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DEANS (DIRECTORS): ENGINEERING		RANK	SALARY	DEANS (DIRECTORS): FINE ARTS	
		56	78,624 *		
		57	77,791		
		58	77,418 *		
		59	77,346 *		
RANK	SALARY	60	( 77,250)*	RANK	SALARY
1	119,800 *	61	77,175 *	1	( 95,900)*
2	113,310 *	62	77,134 *	2	85,124 *
3	105,930 *	63	77,000 *	3	81,600 *
4	105,150 *	64	77,000 *	4	81,000 *
5	101,300 *	65	76,160	5	79,791 *
6	101,000 *	66	76,105 *	6	79,320 *
7	101,000 *	67	76,080 *	7	78,780 *
8	100,000	68	76,000 *	8	78,000 *
9	98,500 *	69	75,996 *	9	( 77,715)
10	98,080 *	70	75,920 *	10	74,850 *
11	97,000 *	71	75,700	11	73,900
12	96,000 *	72	75,026	12	72,900 *
13	95,859 *	73	74,600 *	13	71,400 *
14	95,000 *	74	73,092 *	14	70,344
15	94,044 *	75	72,336 *	15	69,996 *
16	94,000	76	72,240	16	69,504
17	93,720 *	77	71,500	17	68,600 *
18	93,048 *	78	71,400 *	18	67,000 *
19	92,936 *	79	71,004 *	19	65,500 *
20	92,040 *	80	70,776 *	20	64,743 *
21	90,300 *	81	70,265 *	21	64,500
22	90,000 *	82	70,000	22	64,344 *
23	89,500 *	83	69,960	23	64,000 *
24	89,200 *	84	69,498	24	64,000 *
25	88,293 *	85	69,000	25	63,927
26	88,000 *	86	68,900	26	63,800 *
27	87,834 *	87	68,496	27	63,200
28	87,587 *	88	68,000	28	62,500
29	87,312	89	67,470	29	( 62,000)
30	87,000	90	67,378	30	62,000 *
31	87,000	91	67,200 *	31	61,575
32	86,700 *	92	66,000 *	32	( 60,100)
33	86,000 *	93	65,300 *	33	( 60,000)*
34	85,850	94	65,396	34	60,000
35	85,000 *	95	65,200 *	35	59,000 *
36	85,000 *	96	63,600	36	58,680
37	85,000 *	97	63,000 *	37	57,450 *
38	85,000	98	62,744 *	38	56,311
39	84,900	99	62,469 *	39	55,708
40	84,000 *	100	61,720 *	40	54,000 *
41	82,925 *	101	61,440 *	41	52,100 *
42	81,780 *	102	61,010 *	42	51,000
43	81,500 *	103	61,000 *	43	50,000 *
44	81,333 *	104	59,866	44	48,400 *
45	81,090	105	57,500 *	45	43,700
46	81,000	106	57,276	46	43,440
47	80,820 *	107	54,499		
48	80,300 *	108	48,838	AVERAGE "/*" 68,343	
49	80,064 *	109	48,298	AVERAGE ALL 65,472	
50	80,000				
51	79,900		AVERAGE "/*" 82,214		
52	79,900 *				
53	79,580		AVERAGE ALL 79,430		
54	79,387 *				
55	78,747				

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DEANS (DIRECTORS): FORESTRY		RANK	SALARY	RANK	SALARY
1	82,000 *	28	73,466 *	88	55,410 *
2	81,700 *	29	73,300 *	89	55,265
3	76,176 *	30	73,224 *	90	55,000
4	75,096 *	31	72,450	91	55,000
5	73,000 *	32	72,357	92	54,828
6	72,000	33	72,000	93	54,197 *
7	67,200 *	34	71,799	94	53,050 *
8	67,000 *	35	71,310 *	95	52,000 *
9	65,967 *	36	71,262	96	51,420
10	64,999 *	37	71,086 *	97	51,272
11	64,960 *	38	70,950 *	98	51,000 *
12	58,383	39	70,800 *	99	51,000
13	57,790 *	40	70,728 *	100	50,000
14	57,240	41	70,699	101	48,600
15	52,000 *	42	70,524 *	102	48,006
		43	70,374 *	103	46,631
		44	70,000 *	104	38,920 *
		45	69,700	105	31,489
		46	69,400 *		
		47	68,040 *		
		48	67,500 *		
		49	67,370		
		50	67,319 *		
	AVERAGE ALL	67,701	51	67,300 *	
			52	67,174 *	
			53	66,864	
			54	66,500 *	
			55	66,000 *	
			56	65,755 *	
			57	65,700 *	
			58	65,658 *	
			59	65,000 *	
			60	65,000 *	
1	101,000 *	61	64,000		
2	95,000 *	62	63,960 *		
3	95,000	63	62,181 *		
4	93,200 *	64	62,000 *		
5	92,400 *	65	61,624		
6	92,400 *	66	61,392		
7	90,700	67	61,198 *		
8	89,500 *	68	61,000		
9	88,200 *	69	60,500		
10	87,900 *	70	60,473		
11	83,520 *	71	60,000 *		
12	82,600 *	72	60,000		
13	81,000 *	73	59,969		
14	79,669	74	59,150		
15	78,228 *	75	59,064 *		
16	77,767 *	76	59,058		
17	76,100	77	59,004 *		
18	76,000 *	78	58,407		
19	75,600 *	79	58,339 *		
20	75,186 *	80	58,000		
21	75,000 *	81	57,420		
22	74,348 *	82	57,276		
23	74,200 *	83	57,000		
24	73,800 *	84	56,707		
25	73,629 *	85	56,554 *		
26	73,500 *	86	55,650 *		
27	73,500 *	87	55,512		

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**TABLE I (Continued)**

DEANS (DIRECTORS):		RANK	SALARY	DEANS (DIRECTORS):	
HEALTH/PHYS EDUCATION/		14	67,200	HUMANITIES	
RECREATION		15	66,420		
		16	65,000 *		
		17	63,350		
RANK	SALARY	18	63,000	RANK	SALARY
1	81,134 *	19	56,680	1	( 95,900)*
2	81,000 *	20	55,491	2	87,219 *
3	79,500 *	21	45,388	3	80,000 *
4	78,400 *	AVERAGE **		4	( 80,000)*
5	75,960 *	78,441		5	79,100
6	73,900 *	AVERAGE ALL		6	( 78,000)*
7	72,304 *	72,006		7	( 77,715)
8	71,730			8	73,680 *
9	70,080 *			9	72,000 *
10	69,000			10	67,500 *
11	68,000			11	66,766
12	64,268 *	DEANS (DIRECTORS):		12	65,500 *
13	62,900 *	HOME ECONOMICS		13	65,500
14	60,408			14	( 64,284)*
15	60,139 *			15	63,333
16	59,210 *			16	( 62,000)
17	58,894	RANK	SALARY	17	57,700 *
18	58,700 *	1	85,500 *	18	56,256
19	56,550 *	2	83,680	19	54,600
20	56,292 *	3	83,099 *	20	54,200
21	56,000	4	81,000 *	21	50,633
22	55,616 *	5	81,000 *	22	46,690 *
23	55,600 *	6	77,040 *	AVERAGE ***	
24	55,104	7	76,605 *	72,373	
25	54,650	8	75,000 *		
26	53,500	9	72,500 *	AVERAGE ALL	
27	47,500	10	71,148 *	68,117	
28	47,321 *	11	70,400 *		
29	46,019	12	70,308 *		
		13	69,880 *		
		14	67,000 *		
		15	66,500 *		
		16	65,940 *		
		17	65,700 *		
		18	64,500 *		
		19	64,200 *		
		20	63,128 *		
DEANS (DIRECTORS):		21	62,200 *		
HEALTH PROFESSIONS		22	61,500		
		23	60,900 *		
		24	59,500 *		
RANK	SALARY	25	59,000 *		
1	100,000 *	26	57,500 *		
2	94,395 *	27	( 57,036)		
3	86,240 *	28	55,363 *		
4	85,500 *	29	51,350		
5	84,900	30	51,350		
6	79,950 *	31	50,000 *		
7	75,037 *	32	46,019		
8	74,139 *	33	45,339 *		
9	71,327 *	34	35,200		
10	71,000 *	AVERAGE ***			
11	69,708 *	67,417			
12	69,000 *				
13	68,400	AVERAGE ALL		64,905	

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**TABLE I (Continued)**

DEANS (DIRECTORS): JOURNALISM/ COMMUNICATIONS		RANK	SALARY		RANK	SALARY	
1	83,783 *	22	94,000 *	12	67,840 *		
2	83,000 *	23	93,500	13	67,708		
3	80,800 *	24	93,500 *	14	67,400 *		
4	78,480 *	25	92,500 *	15	66,084 *		
5	77,625 *	26	92,250 *	16	64,994 *		
6	77,280 *	27	92,000	17	63,804		
7	76,280 *	28	90,552	18	61,500		
8	74,237 *	29	90,000	19	60,000 *		
9	71,825 *	30	89,000 *	20	59,004 *		
10	70,680 *	31	87,260 *	21	58,635		
11	69,000 *	32	86,620 *	22	57,000		
12	69,000 *	33	86,115	23	57,000		
13	68,000 *	34	86,000 *	24	56,636		
14	65,500 *	35	85,536 *	AVERAGE *** 75,345			
15	62,500 *	36	82,008 *	AVERAGE ALL 70,707			
16	62,200 *	37	81,636 *	DEANS (DIRECTORS):			
17	61,620 *	38	81,400	LIBRARY SCIENCE			
18	61,000 *	39	80,700 *				
19	60,139 *	40	79,990 *				
20	( 60,100)	41	78,200 *				
21	58,992 *	42	76,650	RANK	SALARY		
22	58,170	43	75,000 *	1	75,300 *		
23	44,171 *	44	75,000 *	2	74,825 *		
		45	73,725 *	3	72,913 *		
		46	73,436 *	4	72,000 *		
		47	71,004 *	5	71,724 *		
		48	64,791 *	6	71,000 *		
		49	63,000 *	7	68,500 *		
		50	62,911 *	8	67,410 *		
		51	62,830 *	9	64,003 *		
				10	64,000 *		
			AVERAGE *** 90,734	11	62,364 *		
			AVERAGE ALL 90,094	12	60,700 *		
				13	60,500 *		
				14	58,128 *		
				15	55,618		
				16	54,730 *		
				17	53,604		
			DEANS (DIRECTORS):	18	52,000 *		
			LIBERAL ARTS	19	51,000 *		
				20	49,000 *		
				21	48,880 *		
		RANK	SALARY	AVERAGE *** 63,104			
1	130,660 *	1	102,200 *				
2	120,867 *	2	90,000 *				
3	118,200 *	3	86,460 *				
4	117,600 *	4	84,000 *				
5	111,733 *	5	82,500 *				
6	110,000 *	6	82,300 *				
7	108,040 *	7	80,000 *				
8	104,000 *	8	72,500				
9	103,470 *	9	72,000				
10	102,840 *	10	69,100 *				
11	102,296 *	11	68,300 *				
12	102,171 *						
13	102,000 *						
14	101,700 *						
15	100,000 *						
16	99,840 *						
17	99,400 *						

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TABLE I (Continued)

DEANS (DIRECTORS): MEDICINE		RANK	SALARY	RANK	SALARY
		3	77,706 *	32	67,700 *
		4	77,224	33	67,444 *
		5	76,350 *	34	67,170 *
		6	74,500 *	35	67,164 *
RANK	SALARY	7	72,024 *	36	66,874 *
1	184,500 *	8	71,627	37	66,460 *
2	158,900 *	9	70,920 *	38	66,435 *
3	150,500 *	10	69,000 *	39	65,255
4	147,300	11	66,060	40	65,200
5	147,150 *	12	64,541 *	41	63,336
6	145,530 *	13	62,250 *	42	63,020 *
7	143,640 *	14	60,336	43	63,000 *
8	139,750 *	15	( 60,000)*	44	62,971 *
9	137,434 *	16	58,000 *	45	62,700 *
10	126,000	17	57,925	46	62,250 *
11	125,000	18	57,135 *	47	61,130
12	120,444 *	19	40,660	48	61,000
13	120,000 *			49	61,000 *
14	120,000 *		AVERAGE *** 70,085	50	60,000
15	115,000 *			51	59,268 *
16	112,400 *		AVERAGE ALL 67,628	52	58,500
17	110,500 *			53	58,308
18	109,920 *			54	58,170 *
19	109,584 *			55	57,732 *
20	109,572 *		DEANS (DIRECTORS):	56	56,180 *
21	107,950 *		NURSING	57	56,000 *
22	107,816 *			58	55,775 *
23	103,542 *			59	55,000
24	103,000 *	RANK	SALARY	60	54,876
25	102,800 *	1	98,461 *	61	54,800
26	102,200 *	2	92,610 *	62	52,305
27	100,230	3	88,150	63	51,800
28	(100,000)*	4	87,876 *	64	50,000 *
29	99,500 *	5	87,249 *	65	50,000 *
30	99,344	6	85,994 *	66	48,493
31	99,240 *	7	85,500 *		
32	98,940 *	8	84,577 *		
33	96,023 *	9	84,400 *		
34	91,512 *	10	83,874 *		
35	91,500 *	11	83,700 *		
36	91,035 *	12	80,850 *		
37	86,190 *	13	80,300 *		
38	83,000 *	14	79,000		
39	82,668 *	15	78,942 *		
40	81,750 *	16	77,992 *		
41	62,160 *	17	76,806 *		
		18	76,700 *		
		19	75,662 *		
		20	75,490 *		
		21	75,150 *		
		22	75,000 *		
		23	73,630 *		
		24	72,942 *		
		25	70,350		
		26	69,800 *		
		27	69,100		
		28	68,950 *		
RANK	SALARY	29	68,700 *		
1	86,000 *	30	68,182 *		
2	82,680 *	31	68,000 *		

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TABLE I (Continued)

DEANS (DIRECTORS): PHARMACY		RANK	SALARY	RANK	SALARY
		4	81,500	37	52,620
		5	79,600	38	52,185
		6	77,000 *	39	51,385 *
		7	75,096 *	40	49,000
RANK	SALARY	8	73,400 *		
1	99,866 *	9	68,200 *		AVERAGE *** 75,387
2	99,600 *	10	64,500		AVERAGE ALL 68,189
3	93,975 *	11	54,860 *		
4	88,364 *	12	54,600 *		
5	88,000				
6	88,000 *				
7	87,200 *				
8	87,000				
9	85,512 *				
10	85,168 *				
11	85,000 *				
12	84,840 *				
13	84,456 *				
14	82,720 *				
15	81,395 *				
16	80,993 *				
17	80,000 *				
18	77,936 *				
19	77,250 *				
20	77,000 *	1	97,500 *	1	87,100
21	76,309 *	2	91,668 *	2	86,000 *
22	75,150 *	3	90,000 *	3	85,000 *
23	71,508 *	4	89,417 *	4	83,257 *
24	70,500 *	5	85,400 *	5	83,099 *
25	68,525 *	6	83,400 *	6	80,000 *
26	65,868 *	7	81,480 *	7	( 80,000) *
27	65,562	8	78,000 *	8	78,940 *
28	65,000 *	9	75,500	9	78,000 *
29	65,000 *	10	74,800 *	10	( 78,000) *
30	64,500 *	11	74,520 *	11	77,760 *
31	63,228 *	12	74,000	12	74,200
32	63,100 *	13	73,000	13	72,600 *
33	57,084 *	14	72,000 *	14	72,120 *
34	55,000 *	15	71,913 *	15	69,100 *
35	55,000	16	71,500		AVERAGE *** 77,277
36	52,021	17	71,000 *		
37	48,179 *	18	69,306		AVERAGE ALL 75,331
		19	69,169 *		
		20	67,500 *		
		21	66,250		
		22	66,000 *		
		23	66,000		
		24	63,000		
		25	62,700 *		
		26	62,000		
		27	62,000		
		28	60,900		
		29	( 58,000)		
		30	57,864		
		31	57,809		
RANK	SALARY	32	57,060		
1	115,895 *	33	56,604		
2	98,400 *	34	55,627		
3	81,800 *	35	55,000		
		36	54,000 *		

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TABLE I (Continued)

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	98,681 *
2	97,000 *
3	84,930
4	82,700 *
5	80,240 *
6	79,512 *
7	79,320 *
8	77,000
9	76,661 *
10	74,970 *
11	73,560 *
12	73,184 *
13	71,456
14	69,360
15	69,000 *
16	69,000 *
17	68,917 *
18	68,460 *
19	68,000
20	67,545 *
21	66,800 *
22	64,500 *
23	64,500 *
24	63,130 *
25	62,332 *
26	62,000 *
27	58,000 *
28	56,922 *
29	54,900 *
30	53,604
31	43,960 *

AVERAGE \*\*\* 70,146

AVERAGE ALL 70,327

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	87,780 *
2	70,750 *
3	69,250 *
4	66,210 *
5	65,760 *
6	65,500
7	62,700 *
8	62,500 *
9	61,000 *
10	61,000
11	60,000 *
12	60,000 *
13	56,500 *
14	55,351
15	55,037 *
16	55,000 *
17	54,490
18	53,943 *
19	51,984
20	51,400
21	51,000
22	39,375 *
23	33,998

AVERAGE \*\*\* 61,720

AVERAGE ALL 58,714

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	108,000 *
2	100,280 *
3	92,500 *
4	90,000 *
5	87,000 *
6	86,107 *
7	86,000 *
8	85,890 *
9	82,872 *
10	82,440 *
11	82,000 *
12	79,310 *
13	78,900 *
14	77,352 *
15	76,700 *
16	74,625 *
17	73,920 *
18	73,200 *
19	72,700 *
20	72,372 *
21	64,922 *

AVERAGE \*\*\* 82,242

AVERAGE ALL 82,242

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The twenty-eight participating universities from this region are as follows:

Auburn University  
Clemson University  
East Tennessee State University  
Florida Atlantic University  
Florida State University  
Georgia Institute of Technology  
Georgia State University  
Memphis State University  
Middle Tennessee State University  
Mississippi State University  
North Carolina State University at Raleigh  
Tennessee Technological University  
University of Alabama  
University of Alabama in Birmingham  
University of Alabama in Huntsville  
University of Central Florida  
University of Florida  
University of Kentucky  
University of Louisville  
University of Mississippi  
University of North Carolina at Chapel Hill  
University of North Carolina at Greensboro  
University of North Florida  
University of South Alabama  
University of South Carolina, Columbia  
University of South Florida  
University of Southern Mississippi  
University of Tennessee - Knoxville

TABLE II (Continued)  
—ATLANTA REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
		7	86,500	13	60,500
		8	85,500	14	58,000
		9	85,500	15	55,940
RANK	SALARY	10	82,300	16	55,574
1	110,000	11	81,500	17	55,382
2	83,485	12	80,500	18	54,450
3	78,000	13	75,000	19	53,039
AVERAGE ALL 90,495		14	( 74,352)	20	53,000
		15	73,000	21	52,280
		16	68,897	22	51,500
		17	68,004	23	50,757
		18	67,700	24	49,068
PRESIDENT OF A SINGLE UNIT INSTITUTION		19	67,041	25	47,000
		20	66,294	26	42,759
		21	63,000	27	42,000
RANK	SALARY	AVERAGE ALL 80,270		AVERAGE ALL 60,604	
1	120,000				
2	120,000				
3	114,200				
4	109,783	ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM	
5	109,681				
6	109,681				
7	107,100	RANK	SALARY	RANK	SALARY
8	105,430	1	(112,000)	1	72,400
9	105,000	2	104,600	2	56,017
10	97,750	3	( 96,300)	3	54,570
11	97,125	4	91,350	4	54,303
12	93,620	5	86,670	5	51,028
13	93,450	6	84,000	6	47,100
14	89,801	7	83,000	7	45,500
15	89,501	8	77,500	8	43,470
16	84,000	9	( 74,352)	9	42,000
17	83,485	10	61,000	10	41,000
18	82,000	AVERAGE ALL 87,077			
19	78,000				
20	78,000				
21	77,700	ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES			
22	70,400				
23	68,300				
24	67,000				
AVERAGE ALL 93,804		RANK	SALARY	AVERAGE ALL 43,366	
ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		1	92,000		
RANK	SALARY	2	79,000		
1	98,633	3	76,500		
2	( 96,300)	4	73,700		
3	95,500	5	70,513		
4	94,600	6	70,000		
5	88,000	7	69,240		
6	87,550	8	68,500		
		9	65,300		
		10	64,000		
		11	63,800		
		12	62,500		

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TABLE II (Continued)  
—ATLANTA REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	77,000
2	76,421
3	74,050
4	70,000
5	70,000
6	68,200
7	65,520
8	64,693
9	63,070
10	63,000
11	62,540
12	58,875
13	58,000
14	57,815
15	54,450
16	54,418
17	54,122
18	53,300
19	53,300
20	52,250
21	51,500
22	50,100
23	49,203
24	46,650
25	42,996
26	39,791
27	39,373
28	36,572
AVERAGE ALL 57,400	

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	95,200
2	94,000
3	91,500
4	90,000
5	81,936
6	79,900
7	78,896
8	( 78,700)
9	78,500
10	77,500
11	( 76,900)
12	74,116
13	70,000
14	66,504
15	66,250
16	66,000
AVERAGE ALL 55,254	

RANK	SALARY
17	65,081
18	63,972
19	62,235
20	60,500
21	57,787
AVERAGE ALL 75,004	

BUSINESS OR FISCAL OFFICERS: CONTROLLER	
1	73,000
2	68,000
3	( 65,200)
4	63,720
5	60,000
6	60,000
7	56,250
8	55,015
9	54,550
10	52,700
11	50,400
12	49,176
13	48,900
14	48,011
15	48,000
16	( 47,300)
17	45,294
18	44,625
19	43,300
20	42,426
21	42,210
22	39,504
23	34,622
AVERAGE ALL 51,835	

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	( 80,400)
2	59,890
3	52,600
4	50,003
5	49,000
6	44,684
7	37,458
8	31,380
9	27,241
10	25,992

BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR	
RANK	SALARY
1	61,600
2	50,328
3	( 47,300)
4	46,278
5	45,754
6	44,070
7	41,875
8	41,570
9	40,000
10	39,300
11	38,325
12	38,000
13	37,400
14	36,000
15	35,460
16	34,440
17	33,255
18	32,550
19	32,000
20	31,700
21	29,000

BUSINESS OR FISCAL OFFICERS: TREASURER	
RANK	SALARY
1	( 80,400)
2	( 65,200)
3	60,268
4	52,867
5	38,004
6	34,782
AVERAGE ALL 37,877	

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TABLE II (Continued)  
—ATLANTA REGION—

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER		RANK	SALARY	RANK	SALARY
1	63,670	20	40,008	6	54,435
2	60,036	21	39,200	7	52,000
3	57,240	22	38,640	8	50,164
4	55,770	23	38,004	9	49,700
5	52,332	24	38,000	10	47,196
6	51,590	25	37,800	11	47,182
7	51,000	26	34,081	12	46,000
8	47,689	AVERAGE ALL	47,455	13	42,788
9	45,680			14	40,397
10	45,161			15	40,043
11	44,456			AVERAGE ALL	51,497
12	42,800				
13	42,250				
14	42,105	RANK	SALARY		
15	42,000	1	91,500		
16	40,500	2	80,300	RANK	SALARY
17	40,300	3	78,500	1	50,800
18	40,276	4	75,500	2	50,652
19	38,501	5	75,000	3	38,110
20	37,500	6	73,500	4	36,000
21	37,152	7	72,500	5	32,946
22	37,000	8	72,200	6	29,214
23	34,000	9	69,300	7	25,476
24	30,800	10	67,737	8	24,000
25	30,000	11	67,620	9	23,000
		12	64,766	AVERAGE ALL	34,466
		13	64,300		
		14	64,008		
		15	63,500		
		16	63,100		
		17	62,700		
		18	60,843		
		19	60,000		
		20	58,860		
		21	58,300		
RANK	SALARY	22	58,000		
1	66,000	23	57,870		
2	63,000	24	50,000		
3	62,073	25	47,250		
4	57,760	AVERAGE ALL	66,286		
5	56,595				
6	54,200				
7	52,325				
8	51,300				
9	50,452				
10	50,003				
11	49,251				
12	48,600				
13	48,000				
14	46,125	RANK	SALARY		
15	43,900	1	68,529		
16	43,785	2	59,272		
17	42,260	3	59,178		
18	41,730	4	57,826		
19	40,750	5	57,750		

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TABLE II (Continued)  
—ATLANTA REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		19	( 39,120)	5	46,570
		20	38,995	6	46,500
		21	37,500	7	45,000
RANK	SALARY	22	36,920	8	43,800
1	56,800	23	34,912	9	41,800
	56,000	24	33,680	10	39,338
	51,823	25	( 30,500)	11	39,270
	49,400	26	29,364	12	37,300
	47,475			13	37,008
	46,533			14	35,280
	44,617			15	34,536
	44,500			16	34,000
9	43,865			17	32,585
10	43,570			18	29,633
11	43,320			19	29,480
12	39,996			20	28,600
13	39,900			21	27,628
14	39,140			22	27,374
15	( 39,120)	RANK	SALARY	23	27,354
16	38,403	1	52,738	24	24,978
17	38,325	2	49,271		
18	38,000	3	47,426	AVERAGE ALL	37,886
19	37,800	4	46,800		
20	37,135	5	43,250		
21	37,000	6	43,000		
22	31,200	7	41,900		
23	30,502	8	41,719		
24	( 30,500)	9	41,000		
25	29,027	10	40,318		
26	26,712	11	39,677		
27	25,480	12	39,349		
		13	39,003		
AVERAGE ALL	40,128	14	38,876		
		15	38,403		
		16	38,300		
		17	38,265		
		18	37,419		
STUDENT AFFAIRS OFFICERS: REGISTRAR		19	37,330		
		20	36,900		
		21	35,102		
RANK	SALARY	22	33,000		
1	61,656	23	32,436		
2	60,400	24	32,340		
3	59,040	25	32,000		
4	56,223	26	31,320		
5	56,200	27	31,182		
6	54,192				
7	( 54,000)	AVERAGE ALL	39,197		
8	45,800				
9	44,000				
10	43,900				
11	43,472				
12	42,710				
13	42,000				
14	40,730				
15	40,601	RANK	SALARY		
16	40,000	1	54,419	AVERAGE ALL	61,357
17	39,933	2	50,000		
18	39,900	3	50,000		
		4	46,800		

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TABLE II (Continued)  
—ATLANTA REGION—

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT

RANK	SALARY
1	(112,000)
2	93,637
3	85,050
4	79,720
5	79,200
6	( 73,000)

AVERAGE ALL 87,101

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	73,439
2	66,220
3	63,000
4	61,084
5	60,081

AVERAGE ALL 56,071

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	76,300
2	66,150
3	57,200
4	55,616
5	53,207

AVERAGE ALL 50,328

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	80,850
2	80,100
3	( 78,700)
4	( 76,500)
5	75,338
6	73,500
7	73,133
8	( 73,000)
9	71,600
10	70,320
11	70,000
12	66,000
13	65,000
14	59,447

AVERAGE ALL 72,392

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	78,000
2	63,856
3	63,500
4	63,000
5	60,504
6	57,900
7	55,900
8	54,228
9	54,100
10	51,000
11	50,220
12	48,456
13	40,660
14	40,000
15	37,780
16	33,359
17	32,900
18	32,500
19	30,030
20	22,750

AVERAGE ALL 57,958

AVERAGE ALL 48,532

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**TABLE II (Continued)**  
**—ATLANTA REGION—**

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		RANK	SALARY	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS	
1	66,713	20	32,960		
2	66,417	21	31,963		
3	63,000	22	30,000		
4	60,988	23	27,660	RANK	SALARY
5	57,800	24	27,180	1	69,200
6	56,000	25	25,920	2	67,136
7	55,700	26	24,502	3	64,130
8	55,620	AVERAGE ALL 39,398		4	63,600
9	54,624			5	54,720
10	53,976			6	54,600
11	53,500			AVERAGE ALL 62,231	
12	51,800				
13	49,907				
14	49,404	RANK	SALARY		
15	48,000	1	75,000		
16	48,000	2	72,050		
17	48,000	3	58,370	RANK	SALARY
18	47,464	4	( 55,308 )	1	66,250
19	47,107	5	46,226	2	64,300
20	46,436			3	63,600
21	45,792			4	55,710
22	45,038			5	55,000
23	41,050			6	52,920
24	40,100			7	51,000
25	38,480			8	40,200
26	38,460			9	( 37,750 )
				10	29,553
AVERAGE ALL 51,130				AVERAGE ALL 51,628	
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY		
1	66,632	1	69,000		
2	50,880	2	60,510		
3	50,558	3	56,400		
4	49,500	4	54,200		
5	46,008	5	51,214		
6	45,150	6	47,708		
7	44,438	7	43,144		
8	43,728	8	41,734	RANK	SALARY
9	43,728	9	41,458	1	149,800
10	42,000	10	40,816	2	89,250
11	41,100	11	40,500	3	77,500
12	41,000	12	40,145	4	75,600
13	40,400	13	39,948	5	73,500
14	39,804	14	36,000	6	73,100
15	39,274	15	34,380	7	72,950
16	35,700	16	33,730	8	71,300
17	35,600	17	30,560	9	70,320
18	34,475	18	22,634	10	70,000
19	34,200			11	70,000
				12	60,350
				13	( 55,308 )
				14	48,825
				AVERAGE ALL 75,557	

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TABLE II (Continued)  
—ATLANTA REGION—

PUBLIC RELATIONS & DEVELOPMENT:		RANK	SALARY	RESEARCH OFFICERS:	
DIRECTOR OF DEVELOPMENT		24	26,828	DIRECTOR OF RESEARCH	
		25	24,000	(CONTRACTS AND GRANTS)	
		26	22,050		
RANK	SALARY			RANK	SALARY
1	65,000		AVERAGE ALL 44,387	1	85,000
2	63,600			2	76,505
3	62,000			3	68,796
4	58,290			4	64,691
5	58,000			5	64,480
6	54,906			6	60,000
7	52,500			7	59,870
8	51,670			8	53,485
9	50,000			9	52,778
10	42,513			10	52,500
11	41,200			11	50,046
12	40,000			12	47,600
13	39,816			13	45,885
14	37,955			14	45,611
15	36,675			15	34,500
16	35,750				
17	35,000		AVERAGE ALL 75,735		AVERAGE ALL 57,450
AVERAGE ALL 48,520					

PUBLIC RELATIONS & DEVELOPMENT:		RANK	SALARY	RESEARCH OFFICERS:	
DIRECTOR OF ALUMNI SERVICES		1	101,500	DIRECTOR OF INSTITUTIONAL	
		2	84,000	RESEARCH	
		3	81,400	RESEARCH	
		4	80,100		
RANK	SALARY	5	80,000	RANK	SALARY
1	80,500	6	76,900	1	75,000
2	65,070	7	75,600	2	63,539
3	65,000	8	72,000	3	58,300
4	63,800	9	68,480	4	54,000
5	59,000	10	66,504	5	53,508
6	55,150	11	64,884	6	53,400
7	55,000	12	63,157	7	52,400
8	48,400	13	59,240	8	52,342
9	48,150			9	50,100
10	46,768			10	49,300
11	46,676			11	48,723
12	45,852			12	47,790
13	44,393			13	46,900
14	43,383			14	46,200
15	42,661			15	44,100
16	40,562			16	41,662
17	( 37,750)			17	39,940
18	36,207			18	38,280
19	34,012			19	37,000
20	32,943			20	36,897
21	32,001			21	34,500
22	27,240			22	33,892
23	27,582			23	28,000
			AVERAGE ALL 65,523		AVERAGE ALL 47,208

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PAID 1986-87

TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	88,000
2	64,750
3	( 75,500)
4	71,820
5	70,981
6	70,000
7	61,800
8	( 57,036)
AVERAGE ALL 72,486	

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	115,000
2	108,000
3	97,500
4	85,855
5	85,000
6	84,045
7	84,000
8	84,000
9	83,844
10	79,500
11	78,800
12	77,220
13	75,600
14	74,500
15	70,200
16	70,000
17	70,000
18	69,355
19	69,144
20	69,000
21	68,782
22	68,000
23	65,400
24	62,837
25	61,536
26	61,140
AVERAGE ALL 77,625	

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	112,500
2	100,000
3	89,336
AVERAGE ALL 100,612	

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	85,000
2	63,000
3	82,500
4	70,000
5	67,000
6	62,290
7	60,000
8	56,339
AVERAGE ALL 70,766	

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	85,800
2	82,000
3	81,318
4	78,500
5	77,300
6	77,000
7	76,000
8	74,328
9	73,478
10	71,000
11	69,500
12	68,250
13	67,500
14	67,150
15	66,645
16	65,700
17	65,700
18	63,804
19	61,000
20	59,496
21	56,930
22	56,000
23	54,000
24	53,000
AVERAGE ALL 68,808	

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	94,000
2	92,000
3	89,900
4	85,000
5	82,000
6	82,000
7	74,200
8	72,500
9	71,360
10	68,400
11	67,000
12	65,550
13	63,000
14	58,881
15	58,500
16	58,170
17	57,780
AVERAGE ALL 72,955	

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	76,451
2	75,000
3	63,720
4	63,200
5	61,000
6	59,920
7	58,000
8	57,800
9	55,800
10	55,000
11	53,400
12	53,000
13	51,852
14	50,000
15	48,864
16	47,408
17	44,732
18	37,708
AVERAGE ALL 56,270	

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	96,000
2	90,000
3	89,200
4	86,000
5	85,000
6	85,000
7	82,925
8	81,090
9	80,820
10	80,300
11	80,064
12	79,900
13	77,134
14	77,000
15	70,265
16	69,498
17	69,000
18	68,496
19	66,000
20	65,396
21	65,200
22	48,838
AVERAGE ALL	

AVERAGE ALL 76,960

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	95,000
2	75,000
3	73,629
4	73,500
5	73,466
6	73,300
7	72,450
8	72,357
9	70,800
10	68,040
11	66,000
12	65,658
13	65,000
14	65,000
15	61,000
16	58,407
17	57,420
18	56,554
19	55,512
20	55,000
21	54,828
AVERAGE ALL	

AVERAGE ALL 67,044

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	83,680
2	67,000
3	66,500
4	65,940
5	64,500
6	64,200
7	61,500
8	( 57,036)
AVERAGE ALL	

AVERAGE ALL 66,295

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	65,500
2	63,800
3	( 60,100)
4	55,708
5	50,000
AVERAGE ALL	

AVERAGE ALL 59,022

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	81,000
2	72,304
3	71,730
4	59,104
AVERAGE ALL	

AVERAGE ALL 70,035

DEANS (DIRECTORS):  
JOURNALISM/  
COMMUNICATIONS

RANK	SALARY
1	83,000
2	77,625
3	71,825
4	65,500
5	62,500
6	61,620
7	( 60,100)
AVERAGE ALL	

AVERAGE ALL 68,881

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	82,000
2	81,700
3	67,000
4	64,960
AVERAGE ALL	

AVERAGE ALL 73,915

RANK	SALARY
1	100,000
2	84,900
3	79,950
4	71,000
5	66,420
6	56,680
AVERAGE ALL	

AVERAGE ALL 76,492

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
LAW

RANK	RANK	SALARY	
	3	125,000	
	4	112,400	
	5	109,584	
RANK	SALARY		
1	103,470	6	107,816
2	102,000	7	102,200
3	101,700	8	100,230
4	90,000	9	(100,000)
5	89,000	10	99,344
6	86,000		AVERAGE ALL 114,185
7	85,000		
8	83,000		
9	79,990		
10	78,200		

AVERAGE ALL 89,836

DEANS (DIRECTORS):  
MUSIC

RANK	RANK	SALARY	
	1	74,500	
	2	71,627	
	3	64,941	
RANK	SALARY		
1	82,500	4	62,250
2	69,100		AVERAGE ALL 68,230
3	64,994		
4	63,804		
5	60,000		
6	58,635		

AVERAGE ALL 66,506

DEANS (DIRECTORS):  
NURSING

RANK	RANK	SALARY	
	1	84,577	
	2	83,874	
	3	80,850	
RANK	SALARY		
1	72,000	4	77,992
2	71,000	5	76,700
3	64,000	6	73,630
4	60,500	7	70,350
5	54,730	8	68,950
6	53,604	9	68,700
7	51,000	10	68,000
		11	67,170
		12	65,255
		13	62,700
		14	62,250
		15	61,130
		16	58,500
		17	58,308
		18	55,000
		19	54,876
		20	51,800
RANK	SALARY		
1	145,530	21	48,493
2	139,750		AVERAGE ALL 66,624

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	93,975
2	84,456
3	80,000
4	65,868
5	65,000
6	63,100

AVERAGE ALL 75,400

DEANS (DIRECTORS):  
PUBLIC AFFAIRS

RANK	SALARY
1	115,895
2	79,600
3	68,200

AVERAGE ALL 87,898

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	71,913
2	66,250
3	66,000
4	66,000
5	62,000
6	55,000
7	52,620

AVERAGE ALL 62,826

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	86,000
2	( 80,000)
3	74,200
4	72,600

AVERAGE ALL 78,200

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TABLE II (Continued)  
—ATLANTA REGION—

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	97,000
2	69,000
3	68,917
4	64,500
5	63,130
6	58,000
7	53,604

AVERAGE ALL 67,736

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	70,750
2	62,500
3	51,400

AVERAGE ALL 61,550

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	86,107
2	86,000
3	73,920
4	72,700

AVERAGE ALL 79,682

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PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The twenty-nine participating universities from this region are as follows:

Ball State University  
Bowling Green State University  
Central Michigan University  
Cleveland State University  
Illinois State University  
Indiana State University  
Indiana University-Purdue University at Indianapolis  
Indiana University-Bloomington  
Kent State University  
Miami University  
Michigan State University  
Michigan Technological University  
Northern Illinois University  
Oakland University  
Ohio State University  
Ohio University  
Southern Illinois University at Carbondale  
Southern Illinois University at Edwardsville  
University of Akron  
University of Cincinnati  
University of Illinois at Chicago  
University of Illinois at Urbana-Champaign  
University of Michigan at Ann Arbor  
University of Minnesota-Twin Cities  
University of Toledo  
University of Wisconsin at Madison  
University of Wisconsin at Milwaukee  
Wayne State University  
Western Michigan University

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TABLE II (Continued)  
—CHICAGO REGION—

PRESIDENT OF A SYSTEM OF MULTI-CAMPUS INSTITUTIONS		RANK	SALARY	RANK	SALARY
		7	89,000	15	61,776
		8	85,600	16	61,008
		9	( 82,700)	17	60,200
RANK	SALARY	10	81,121	18	59,578
1	129,600	11	81,000	19	58,050
2	119,260	12	80,832	20	57,636
3	107,004	13	80,000	21	55,350
4	102,500	14	( 79,440)	22	55,300
5	102,000	15	79,416	23	54,500
6	102,000	16	( 79,000)	24	53,935
7	98,115	17	76,320	25	52,264
AVERAGE ALL	108,640	18	74,962	26	50,641
		19	68,000	AVERAGE ALL	67,375
		20	66,660		

AVERAGE ALL 86,165

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	127,000
2	115,000
3	110,100
4	110,000
5	110,000
6	107,980
7	107,980
8	105,000
9	101,972
10	101,000
11	99,700
12	95,000
13	95,000
14	90,895
15	90,000
16	90,000
17	88,968
18	88,810
19	85,000
20	83,220
21	83,220
22	82,692

AVERAGE ALL 98,570

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	108,900
2	105,000
3	90,500
4	89,250
5	( 85,000)
6	84,400
7	( 82,700)
8	( 79,440)
9	78,750
10	76,280
11	72,000

AVERAGE ALL 86,565

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	70,000
2	64,200
3	53,028
4	53,000
5	51,373
6	49,800
7	49,249
8	47,808
9	47,250
10	45,800
11	45,180
12	45,000
13	44,758
14	44,520
15	42,500
16	40,000
17	40,000
18	39,165

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	95,800
2	86,140
3	85,500
4	82,720
5	80,000
6	77,248
7	77,160
8	76,400
9	75,404
10	68,891
11	68,300
12	67,600
13	66,398
14	63,900

AVERAGE ALL 43,870

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	117,250
2	105,000
3	104,000
4	99,000
5	99,000
6	95,000

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TABLE II (Continued)  
—CHICAGO REGION—

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	85,000
2	79,280
3	76,000
4	74,300
5	73,680
6	68,700
7	68,662
8	67,680
9	67,000
10	65,160
11	63,898
12	62,000
13	61,576
14	60,641
15	60,600
16	60,500
17	59,364
18	58,975
19	58,200
20	58,023
21	57,646
22	57,264
23	54,100
24	53,830
25	53,100
26	52,800
27	49,000
28	44,400
AVERAGE ALL 62,535	

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	112,000
2	95,000
3	94,000
4	87,500
5	84,240
6	( 82,600)
7	81,230
8	81,230
9	79,300
10	76,650
11	76,320
12	( 75,600)
13	( 75,000)
14	74,865
15	74,500
16	74,500
17	72,577
AVERAGE ALL 55,068	

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
18	69,900
19	68,540
20	68,143
21	68,000
22	67,917
23	67,000
24	( 64,305)
25	58,250
AVERAGE ALL 77,167	

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	64,300
2	61,000
3	( 57,359)
4	50,692
5	49,200
6	49,000
7	42,483
AVERAGE ALL 53,433	

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

RANK	SALARY
1	85,000
2	72,820
3	69,850
4	66,660
5	66,600
6	66,000
7	60,600
8	58,600
9	58,207
10	57,500
11	( 57,359)
12	56,500
13	56,500
14	54,800
15	53,000
16	52,667
17	52,000
18	50,000
19	48,300
20	48,192
21	46,668
22	44,546
23	41,640
24	41,413
AVERAGE ALL 56,893	

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	58,500
2	58,000
3	56,292
4	53,990
5	50,000
6	47,550
7	47,000
8	46,012
9	43,050
10	42,050
11	41,160
12	41,000
13	41,000
14	40,956
15	40,910
16	40,500
17	40,416
18	40,400
19	40,353
20	38,988
21	37,950
22	35,958
23	35,700
24	33,605
AVERAGE ALL 43,969	

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	67,500
2	59,962
3	55,080
4	50,000
5	42,800
AVERAGE ALL 55,068	

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TABLE II (Continued)  
—CHICAGO REGION—

BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER		RANK	SALARY	RANK	SALARY
		23	47,000	14	51,250
		24	45,400	15	48,615
RANK	SALARY		AVERAGE ALL 57,204		16 46,095
1	91,500				17 44,988
2	71,000				AVERAGE ALL 55,799
3	68,925				
4	( 65,870)				
5	60,069				
6	60,000				
7	60,000				
8	58,600				
9	( 57,359)				
10	55,080	RANK	SALARY	RANK	SALARY
11	53,100	1	67,680	1	84,674
12	50,700	2	86,000	2	61,764
13	50,000	3	85,700	3	56,557
14	49,140	4	81,300	4	54,500
15	48,540	5	81,230	5	46,750
16	47,772	6	80,000	6	45,700
17	47,700	7	( 79,000)	7	45,700
18	47,460	8	75,500	8	42,700
19	47,352	9	75,000	9	41,040
20	46,469	10	74,183	10	41,010
21	41,248	11	74,000	11	40,762
22	34,600	12	73,800	12	38,616
		13	72,200	13	31,625
AVERAGE ALL 55,113		14	71,000	14	29,644
		15	68,000		
		16	( 66,936)		
		17	65,004		
		18	65,000		
		19	63,622		
		20	63,228		
BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL		21	62,000		
		22	57,500		
		23	57,302		
		24	53,000		
RANK	SALARY		AVERAGE ALL 71,594		
1	87,840				
2	80,000				
3	70,000				
4	68,350				
5	65,180				
6	59,276				
7	58,800				
8	57,876				
9	57,800	RANK	SALARY		
10	57,359	1	( 66,936)		
11	56,600	2	65,400		
12	55,500	3	64,000		
13	54,600	4	62,500		
14	54,000	5	62,000		
15	52,900	6	56,650		
16	50,200	7	56,200		
17	50,200	8	56,134		
18	50,076	9	54,929		
19	49,549	10	54,480		
20	48,566	11	54,349		
21	48,516	12	52,500		
22	47,700	13	51,550		

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TABLE II (Continued)  
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STUDENT AFFAIRS OFFICERS: DIRECTOR OF ADMISSIONS		RANK	SALARY	RANK	SALARY
		17	45,000	2	64,698
		18	44,568	3	63,120
		19	44,445	4	61,980
RANK	SALARY	20	43,583	5	58,500
1	72,803	21	42,350	6	57,250
2	63,686	22	42,800	7	55,000
3	63,035	23	42,105	8	54,650
4	59,940	24	41,000	9	54,048
5	58,650	25	40,020	10	( 53,264)
6	57,584	26	38,620	11	52,692
7	56,750			12	52,500
8	56,150	AVERAGE ALL 48,617		13	52,380
9	55,164			14	51,780
10	53,880			15	48,591
11	53,532			16	48,265
12	52,188	STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		17	44,415
13	51,881			18	42,750
14	51,800			19	42,400
15	50,562			20	41,107
16	50,070	RANK	SALARY	21	39,715
17	50,000	1	58,120	22	38,230
18	49,384	2	57,950	23	37,850
19	49,152	3	55,720	24	37,319
20	48,193	4	53,765	25	36,770
21	46,000	5	52,593	26	36,500
22	45,705	6	50,250	27	32,415
23	45,368	7	49,152	AVERAGE ALL 49,318	
24	44,856	8	47,887		
25	42,400	9	47,600		
26	42,100	10	47,500	STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER	
27	41,573	11	47,160		
28	38,000	12	47,102		
29	34,845	13	46,992		
AVERAGE ALL 51,202		14	46,450		
		15	45,000	RANK	SALARY
		16	44,568	1	99,234
		17	44,016	2	88,000
		18	43,738	3	85,300
		19	43,080	4	84,290
		20	42,433	5	78,310
		21	41,142	6	78,149
RANK	SALARY	22	41,030	7	77,435
1	68,145	23	39,924	8	76,920
2	61,500	24	36,678	9	69,740
3	58,150	25	34,026	10	68,880
4	53,760	26	34,000	11	62,106
5	53,000	27	31,763	12	58,995
6	52,000	28	31,605	13	58,000
7	52,000	AVERAGE ALL 45,045		14	57,708
8	52,000			15	57,250
9	51,727			16	55,270
10	50,969	STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING		17	54,895
11	50,255			18	54,672
12	49,152			19	50,600
13	47,825			20	48,648
14	47,280	RANK	SALARY	21	44,274
15	46,272	1	73,400	22	27,576
16	45,565	AVERAGE ALL 65,284			

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TABLE II (Continued)  
—CHICAGO REGION—

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE

VICE PRESIDENT

RANK	SALARY
1	84,762
2	( 64,305)
3	57,700

AVERAGE ALL 68,922

RANK SALARY

7	65,532
8	61,836
9	59,700
10	57,150
11	56,500
12	55,640
13	55,000
14	52,385
15	47,939
16	45,150
17	44,316
18	42,703

RANK SALARY

5	57,359
6	52,000
7	51,450
8	50,500
9	45,421
10	43,600
11	43,548
12	41,058
13	40,300
14	38,714
15	36,975
16	35,000
17	34,000

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE

VICE PRESIDENT

AVERAGE ALL 61,515

AVERAGE ALL 50,013

RANK SALARY

1	( 82,600)
2	81,000
3	76,500
4	75,600
5	72,576
6	66,936
7	61,000

AVERAGE ALL 73,745

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	70,680
2	70,500
3	64,850
4	64,600
5	62,500
6	61,360
7	59,299
8	55,000
9	54,000
10	53,790
11	53,300
12	51,756
13	47,640
14	47,560
15	45,200
16	41,501
17	39,323
18	38,000
19	36,800
20	35,328
21	34,076
22	26,174
23	26,000

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF

PHYSICAL PLANT

RANK	SALARY
1	73,000
2	71,030
3	70,500
4	67,350
5	65,890
6	65,328
7	62,525
8	60,504
9	60,000
10	59,500
11	58,950
12	57,054
13	56,250
14	56,220
15	55,764
16	55,500
17	55,000
18	55,000
19	54,090
20	53,300
21	51,000
22	51,000
23	45,390
24	44,760

AVERAGE ALL 58,538

ADMINISTRATIVE OPERATIONS  
OFFICERS:

LEGAL COUNSEL

RANK	SALARY
1	100,000
2	86,600
3	72,500
4	68,600
5	68,000
6	67,683

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	76,500
2	72,000
3	70,004
4	61,800

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TABLE II (Continued)  
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ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,000	1	60,169	1	113,250
2	56,000	2	53,865	2	88,680
3	54,112	3	52,020	3	82,000
4	53,800	4	49,000	4	( 81,100)
5	52,500	5	48,990	5	74,400
6	50,325	6	48,200	6	68,750
7	48,303	7	46,529	7	68,000
8	47,275	8	45,600	8	66,300
9	47,150	9	45,300	9	64,500
10	46,008	10	45,056	10	58,500
11	45,668	11	44,962	11	55,600
12	45,500	12	39,360	AVERAGE ALL 74,644	
13	45,000	13	38,800	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT	
14	44,400	14	38,500		
15	44,400	15	34,079		
16	44,134	16	30,321		
17	44,086	17	28,620		
18	43,980	AVERAGE ALL 44,081			
19	43,400				
20	42,800				
21	42,456				
22	41,464				
23	40,800	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS		1	76,554
24	38,700			2	70,000
25	38,560			3	58,162
26	37,572			4	( 56,856)
27	31,000			5	56,808
AVERAGE ALL 45,459		RANK SALARY		6	56,160
		1 ( 81,100)		7	53,700
		2 71,440		8	49,512
		3 70,000		9	49,300
		4 58,347		10	49,140
		AVERAGE ALL 70,347		11	46,828
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION				12	46,466
				13	43,000
				14	42,000
				15	39,733
		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS		AVERAGE ALL 52,948	
RANK	SALARY	RANK	SALARY		
1	68,680	1	76,755		
2	( 81,100)	2	61,000		
3	75,600	3	54,500		
4	75,500	4	51,704		
5	71,556	5	50,962		
6	65,000	6	49,151		
7	65,000	7	48,360		
8	62,410	8	43,300		
9	62,000	AVERAGE ALL 54,467			
10	59,430				
11	58,500				
AVERAGE ALL 69,925					

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TABLE II (Continued)  
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PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN		RANK	SALARY
				7	50,115
				8	50,000
				9	47,324
RANK	SALARY	RANK	SALARY	10	46,876
1	84,000	1	80,000	11	43,611
2	72,250	2	75,000	12	42,500
3	( 56,856)	3	72,962	13	39,000
4	55,650	4	70,000	14	38,472
5	53,121			15	38,000
6	51,160	AVERAGE ALL	74,491	16	38,000
7	50,100			17	28,780
8	46,926				
9	44,364				AVERAGE ALL 47,119
10	43,706				
11	42,400	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)			
12	42,174				
13	41,000				
14	38,300	RANK	SALARY	DEANS (DIRECTORS): AGRICULTURE	
15	37,367	1	90,000		
16	35,160	2	72,345		
17	34,962	3	71,708		
18	33,495	4	70,311	RANK	SALARY
19	30,852	5	64,950	1	110,000
20	29,700	6	63,860	2	98,200
21	28,476	7	60,300	3	96,890
22	28,000	8	57,300	4	93,720
23	27,139	9	55,000	5	88,000
		10	54,000	6	63,624
AVERAGE ALL	43,787	11	53,550		
		12	53,000		
		13	52,140		
		14	50,775		
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		15	50,004	DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN	
		16	48,827		
		17	48,460		
		18	47,800		
RANK	SALARY	19	44,792	RANK	SALARY
1	87,500	20	44,400	1	81,765
2	84,800	21	44,095	2	81,720
3	80,290	22	43,704	3	80,240
AVERAGE ALL	84,197	23	43,704	4	79,364
		24	40,800	5	73,489
		25	32,896	6	65,749
		AVERAGE ALL	54,349	7	61,236
RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)					AVERAGE ALL 74,795
RANK	SALARY	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH			
1	101,160				
2	90,000				
3	89,500	RANK	SALARY		
4	75,600	1	66,842		
AVERAGE ALL	89,065	2	61,000		
		3	54,600		
		4	53,544		
		5	51,917		
		6	50,436		

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DEANS (DIRECTORS): ARTS AND SCIENCES		RANK	SALARY	DEANS (DIRECTORS): EDUCATION	
		25	68,540		
		26	63,750		
		27	62,988		
RANK	SALARY	28	61,380	RANK	SALARY
1	110,500			1	95,700
2	104,000	AVERAGE ALL	80,375	2	86,234
3	96,300			3	84,240
4	92,000			4	81,200
5	84,000			5	79,920
6	81,210			6	78,270
7	78,800			7	77,270
8	78,324			8	76,700
9	77,000			9	75,600
10	76,000	RANK	SALARY	10	75,000
11	75,350	1	86,234	11	72,240
12	74,800	2	74,880	12	70,886
13	73,400	3	70,000	13	70,111
14	71,500	4	69,550	14	68,900
15	71,175	5	69,500	15	68,364
16	70,920	6	67,400	16	67,500
17	70,300	7	66,720	17	67,300
18	70,146	8	66,672	18	67,000
19	64,300	9	66,600	19	65,000
20	63,120	10	66,000	20	64,000
21	62,000	11	65,938	21	61,434
AVERAGE ALL	78,340	12	65,000	22	61,428
		13	64,690	23	61,000
		14	64,358	24	60,727
		15	62,710	25	58,400
		16	61,960	26	58,212
		17	61,450	27	58,000
DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		18	57,800	AVERAGE ALL	70,764
		19	57,572		
		20	47,250		
RANK	SALARY	21	40,560		
1	120,000	AVERAGE ALL	64,445		
2	118,945				
3	94,500				
4	92,750				
5	92,750				
6	90,720				
7	89,717				
8	89,305				
9	85,400				
10	83,200	RANK	SALARY		
11	78,090	1	112,550		
12	77,595	2	94,500		
13	77,380	3	92,500		
14	77,000	4	89,160		
15	74,298	5	65,004		
16	74,000	AVERAGE ALL	90,743		
17	73,836				
18	73,700				
19	73,400				
20	73,250				
21	72,716				
22	71,064				
23	70,800				
24	69,430				

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—CHICAGO REGION—

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	105,930
2	105,150
3	98,500
4	98,080
5	94,044
6	93,720
7	92,040
8	88,293
9	88,000
10	87,312
11	87,000
12	85,850
13	81,500
14	80,000
15	79,580
16	78,747
17	77,396
18	76,160
19	76,080
20	75,700
21	71,400
22	69,960

AVERAGE ALL 85,929

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	101,000
2	92,400
3	89,500
4	83,520
5	81,000
6	77,767
7	75,600
8	73,800
9	72,000
10	66,864
11	61,392
12	61,198
13	60,500
14	60,473
15	59,150
16	59,064
17	58,000
18	57,000
19	51,420

AVERAGE ALL 70,613

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	65,500
2	63,099
3	61,000
4	77,040
5	45,339

AVERAGE ALL 74,396

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	79,320
2	78,780
3	74,850
4	72,900
5	70,344
6	69,504
7	68,600
8	67,000
9	64,344
10	64,000
11	63,927
12	60,000
13	58,680
14	43,700
15	43,440

AVERAGE ALL 65,293

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	79,500
2	78,400
3	75,960
4	62,900
5	60,139
6	56,000
7	47,500

AVERAGE ALL 65,771

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	130,660
2	110,000
3	108,040
4	104,000
5	99,840
6	92,500
7	90,552
8	86,115
9	85,536
10	82,008
11	81,400
12	76,650
13	63,000

AVERAGE ALL 93,100

AVERAGE ALL 74,512

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TABLE II (Continued)  
—CHICAGO REGION—

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	90,000
2	84,000
3	80,000
4	66,084
5	61,500
AVERAGE ALL	76,317

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	74,825
2	68,500
3	67,410
4	64,003
5	49,000
AVERAGE ALL	64,748

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	184,500
2	147,150
3	143,640
4	126,000
5	109,572
6	103,542
7	103,000
8	102,800
9	99,240
10	96,023
11	86,190
AVERAGE ALL	118,332

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	86,000
2	82,680
3	77,706
4	70,920
5	66,060
6	57,135
AVERAGE ALL	73,417

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	98,461
2	92,610
3	85,994
4	85,500
5	84,400
6	79,000
7	76,806
8	75,150
9	75,000
10	69,100
11	67,444
12	63,336
13	60,000
14	56,180
15	54,800
AVERAGE ALL	74,919

DEANS (DIRECTORS):  
PHARMACY

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	83,099
2	77,760
3	69,100
4	59,604
AVERAGE ALL	72,391

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	98,681
2	80,240
3	77,000
4	73,560
5	68,000
6	67,545
7	43,960

AVERAGE ALL 72,712

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	69,250
2	65,760
3	65,500
4	62,700
5	61,000
6	54,490
7	51,984

AVERAGE ALL 61,526

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	90,000
2	81,480
3	75,500
4	73,000
5	69,169
6	62,700
7	60,900
8	57,864
9	57,060
10	56,604
11	51,385

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	100,280
2	92,500
3	85,890
4	82,440
5	74,625

AVERAGE ALL 87,147

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The twenty-four participating universities from this region are as follows:

East Texas State University  
Lamar University  
Louisiana State University  
Louisiana Tech University  
New Mexico Institute of Mining and Technology  
New Mexico State University  
North Texas State University  
Northeast Louisiana University  
Oklahoma State University  
Sam Houston State University  
Stephen F. Austin State University  
Texas A & I University  
Texas A & M University  
Texas Southern University  
Texas Tech University  
University of Arkansas  
University of Houston  
University of New Mexico  
University of Oklahoma  
University of Southwestern Louisiana  
University of Texas at Arlington  
University of Texas at Austin  
University of Texas at Dallas  
University of Texas at El Paso

TABLE II (Continued)  
—DALLAS REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	141,251
2	135,660
3	130,200
4	120,933
5	106,090
6	97,417
7	96,000
8	94,230
9	94,150
10	92,185
11	90,125
12	90,000
13	86,525
14	86,300
15	86,300
16	84,996
17	83,555
18	80,000
19	74,335
20	71,335
21	71,335
22	57,984
AVERAGE ALL	
	94,132

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(117,500)
2	(103,000)
3	( 92,700)
4	78,000
5	70,488
AVERAGE ALL	
	92,338

RANK	SALARY
7	41,580
8	40,850
9	39,917
10	39,537
11	36,431
12	32,000
13	30,207
14	28,000
15	23,176
AVERAGE ALL	
	39,276

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	70,900
2	64,875
3	63,500
4	63,000
5	62,323
6	61,500
7	61,000
8	60,705
9	60,192
10	58,440
11	57,000
12	56,484
13	56,130
14	54,780
15	53,148
16	49,283
17	46,452
18	45,376
19	45,168
20	45,100
21	45,000
22	39,656
23	38,808
24	28,348
AVERAGE ALL	
	53,632

RANK	SALARY
1	87,550
2	83,160
3	79,700
4	69,300
5	61,755
6	58,740
7	57,000
8	55,725
9	54,204
10	53,615
11	51,000
12	50,923
13	49,500
14	49,500
15	48,597
16	48,324
17	47,574
18	47,353
19	46,620
20	( 44,533)
21	44,400
22	44,373
23	42,968
24	39,000
25	38,866
26	38,616
AVERAGE ALL	
	53,573

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	(103,000)
2	( 92,700)
3	88,000
4	85,567
5	83,107
6	80,000
7	79,500
8	75,567
9	72,100
10	69,000
11	68,000
12	66,625
13	64,000
14	63,700
15	63,264
16	63,000
17	61,692
18	61,435
19	60,194
20	59,360
AVERAGE ALL	
	72,991

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	55,946
2	48,300
3	( 44,533)
4	43,344
5	43,020
6	42,300

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TABLE II (Continued)  
—DALLAS REGION—

BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		BUSINESS OR FISCAL OFFICERS: TREASURER		BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	93,586	1	41,300	1	60,300
2	89,600	2	40,600	2	56,910
3	85,488	3	40,000	3	53,136
4	78,835			4	51,600
5	68,460	AVERAGE ALL	40,633	5	51,116
6	( 68,406)			6	48,600
7	68,200			7	47,220
8	67,500			8	43,275
9	67,303			9	42,230
10	66,007	BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER		10	41,072
11	64,575			11	40,473
12	63,629			12	39,000
13	63,264	RANK	SALARY	13	37,600
14	63,200	1	65,100	14	37,384
15	63,000	2	53,136	15	35,000
16	63,000	3	50,541	16	33,990
17	61,820	4	46,000	17	29,849
18	61,000	5	45,620	AVERAGE ALL	44,045
19	59,580	6	44,975		
20	57,138	7	41,705		
21	53,560	8	37,920		
		9	37,036	BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL	
AVERAGE ALL	67,960	AVERAGE ALL	46,093		
BUSINESS OR FISCAL OFFICERS: CONTROLLER		BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR		RANK	SALARY
RANK	SALARY	RANK	SALARY		
1	61,200	1	50,036	1	51,450
2	60,000	2	48,996	2	50,400
3	59,400	3	46,700	3	49,000
4	50,965	4	46,594	4	48,605
5	50,530	5	41,500	5	47,500
6	49,767	6	40,488	6	46,341
7	48,000	7	40,000	7	45,838
8	48,000	8	37,752	8	45,000
9	46,752	9	37,500	9	44,000
10	46,100	10	37,389	10	43,044
11	44,000	11	35,962	11	42,432
12	41,148	12	34,612	12	40,332
13	40,338	13	33,835	13	40,200
14	36,000	14	31,828	14	39,775
15	32,558	15	30,500	15	39,537
16	32,500	16	29,870	16	( 39,325)
AVERAGE ALL	46,704	AVERAGE ALL	38,973	AVERAGE ALL	42,109

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TABLE II (Continued)  
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS (SERVICES)

RANK	SALARY
1	79,200
2	75,845
3	72,900
4	69,525
5	68,604
6	68,400
7	67,806
8	67,030
9	64,963
10	61,763
11	60,480
12	60,420
13	59,582
14	59,568
15	58,200
16	( 58,000)
17	55,250
18	50,000
19	49,500
20	45,100
AVERAGE ALL	62,607

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	46,865
2	45,943
3	42,912
4	39,800
5	39,600
6	39,000
7	33,564
8	18,267
AVERAGE ALL	38,244

RANK	SALARY
5	47,379
6	45,218
7	44,041
8	44,004
9	44,000
10	43,943
11	41,000
12	40,000
13	39,408
14	39,208
15	39,200
16	38,000
17	37,755
18	37,000
19	36,825
20	36,000
21	35,975
22	31,200

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

AVERAGE ALL 42,116

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	48,100
2	47,196
3	45,501
4	45,500
5	45,392
6	43,000
7	41,000
8	41,000
9	40,056
10	40,000
11	39,196
12	39,200
13	37,200
14	34,037
15	33,272
16	32,362
17	32,098
18	31,848
19	31,184
20	30,931
21	30,900
22	29,364
23	27,983

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	62,818
2	55,630
3	51,996
4	50,923
5	48,000
6	46,500
7	45,518
8	44,700
9	43,500
10	43,000
11	42,697
12	( 42,235)
13	42,168
14	40,884
15	38,800
16	37,992
17	35,919
18	34,008
19	32,411
AVERAGE ALL	44,197

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

AVERAGE ALL 37,677

RANK	SALARY
1	60,240
2	50,000
3	48,547
4	47,600

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TABLE II (Continued)  
—DALLAS REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	59,000
2	49,008
3	47,412
4	46,656
5	45,526
6	44,000
7	43,000
8	41,000
9	39,000
10	38,016
11	36,750
12	33,342
13	33,240
14	32,960
15	32,608
16	29,705
17	29,279
18	29,000
19	28,828
20	28,094
21	26,280
22	22,000
AVERAGE ALL	37,032

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT

RANK	SALARY
1	(117,500)
2	78,750
3	71,490
4	68,680
5	62,940
6	59,454

AVERAGE ALL 75,802

RANK	SALARY
5	52,500
6	50,000
7	44,060
8	40,000

AVERAGE ALL 56,867

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	58,895
2	56,879
3	52,800
4	52,368
5	51,500
6	51,465
7	50,722
8	50,575
9	48,534
10	44,760
11	43,359
12	43,000
13	36,720
14	31,500

AVERAGE ALL 69,801

AVERAGE ALL 48,077

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	79,300
	72,767
	68,600
4	65,330
5	64,020
6	63,654
7	63,500
8	60,609
9	59,000
10	55,000
11	53,285
12	52,500
13	51,128
14	49,500
15	44,000
16	38,734
17	32,071
18	28,008
19	24,768
AVERAGE ALL	53,988

ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING

RANK	SALARY
1	( 66,007)
2	63,350
3	( 62,811)
4	53,000
5	38,000

AVERAGE ALL 56,634

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	50,800
2	50,280
3	49,768
4	45,574
5	45,000
6	39,000
7	35,540
8	29,101

AVERAGE ALL 43,133

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	75,100
2	68,460
3	64,548
4	60,270

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TABLE II (Continued)  
—DALLAS REGION—

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TABLE II (Continued)  
—DALLAS REGION—

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		RANK	SALARY	DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN	
		8	52,961		
		9	47,500		
RANK	SALARY	10	41,800	RANK	SALARY
1	83,200	11	39,600	1	88,600
2	77,647	12	39,400	2	73,000
3	63,276	13	37,000	3	67,833
4	60,402	14	36,225	4	64,800
		15	35,175	5	64,800
AVERAGE ALL	71,131	16	32,500	6	64,500
			AVERAGE ALL 49,517	7	64,500
				8	60,000
				9	57,960
					AVERAGE ALL 67,333
RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)		RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		DEANS (DIRECTORS): ARTS AND SCIENCES	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	94,000	1	( 62,811)	1	88,000
2	82,824	2	49,140	2	75,000
3	79,000	3	48,298	3	72,954
4	71,929	4	47,602	4	70,210
5	61,800	5	47,020	5	68,406
		6	45,318	6	68,004
AVERAGE ALL	77,911	7	43,200	7	66,700
		8	42,965	8	66,625
		9	42,000	9	60,245
		10	40,700	10	58,500
		11	40,700	11	58,383
		12	39,000	12	58,008
RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN		13	38,000	13	57,809
		14	34,437	14	57,276
RANK	SALARY	15	34,158	15	53,300
1	65,000	16	31,932	16	49,533
2	63,300	17	28,325		
3	57,809		AVERAGE ALL 42,094		
					AVERAGE ALL 64,310
AVERAGE ALL	62,036				

DEANS (DIRECTORS):  
AGRICULTURE

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)		RANK	SALARY
		1	86,077
		2	82,000
RANK	SALARY	3	78,696
1	81,000	4	75,692
2	63,140	5	69,300
3	59,442	6	66,625
4	58,697	7	57,276
5	58,300	8	51,661
6	55,036		
7	54,500		AVERAGE ALL 70,916

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TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT		RANK	SALARY	RANK	SALARY
		5	69,298	6	59,000
		6	68,406	7	56,311
		7	67,725	8	52,100
RANK	SALARY	8	66,000	AVERAGE ALL 66,928	
1	102,411	9	65,600		
2	88,000	10	62,700		
3	86,412	11	62,000		
4	84,360	12	59,426		
5	79,691	13	58,491	DEANS (DIRECTORS): GRADUATE	
6	76,654	14	58,383		
7	71,200	15	58,008		
8	71,148	16	57,809		
9	69,072	17	57,608		
10	68,406	18	56,000	RANK	SALARY
11	66,625	19	53,772	1	87,900
12	66,500	20	53,000	2	79,669
13	65,508	21	51,500	3	74,348
14	60,000	22	50,485	4	73,500
15	59,960	AVERAGE ALL 63,269		5	71,262
16	58,383			6	71,086
17	58,008			7	67,174
18	58,000			8	65,700
19	57,276			9	63,460
20	52,000			10	59,969
21	51,500	DEANS (DIRECTORS): ENGINEERING		11	57,276
AVERAGE ALL 69,101				12	56,707
				13	54,197
		RANK	SALARY	14	51,000
		1	119,800	15	48,600
DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)		2	113,310	16	46,631
		3	100,000	17	31,489
		4	97,000	AVERAGE ALL 62,380	
		5	92,936		
		6	85,000		
RANK	SALARY	7	81,000	DEANS (DIRECTORS): HEALTH/PHYS EDUCATION/ RECREATION	
1	71,185	8	77,175		
2	66,230	9	75,996		
3	65,518	10	75,026	RANK	SALARY
4	64,100	11	70,776	1	58,844
5	61,000	12	67,378	2	58,700
6	53,868	13	63,600	3	55,616
7	52,157	14	61,000	AVERAGE ALL 57,737	
8	51,408	15	59,866		
9	46,350	16	57,276		
10	36,211	AVERAGE ALL 61,071			
AVERAGE ALL 56,805					
DEANS (DIRECTORS): EDUCATION		DEANS (DIRECTORS): FINE ARTS			
RANK	SALARY	RANK	SALARY		
1	87,720	1	85,124		
2	80,249	2	81,600		
3	77,733	3	( 77,715 )		
4	70,000	4	62,000		
		5	61,575		

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	69,880
2	65,700
3	60,900
4	55,363
5	51,550
6	51,290
7	35,200
AVERAGE ALL	55,735

DEANS (DIRECTORS):  
LIBERAL ARTS

RANK	SALARY
1	102,200
2	86,460
3	72,000
4	57,000
5	57,000
6	56,636
AVERAGE ALL	71,883

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	87,249
2	83,700
3	65,200
4	63,020
5	61,000
6	52,305
7	50,000
AVERAGE ALL	66,068

DEANS (DIRECTORS):  
HUMANITIES

RANK	SALARY
1	77,715
2	63,333
3	50,633
AVERAGE ALL	63,894

DEANS (DIRECTORS):  
LIBRARY SCIENCE

RANK	SALARY
1	72,913
2	60,700
3	55,618
AVERAGE ALL	63,077

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	99,600
2	77,936
3	77,000
4	57,084
5	55,000
6	55,000
AVERAGE ALL	70,270

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	120,867
2	102,256
3	92,250
4	75,000
5	75,000
6	75,000
7	73,725
AVERAGE ALL	87,728

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	120,444
2	99,500
3	91,035
AVERAGE ALL	103,660

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	97,500
2	91,668
3	74,000
4	72,000
5	69,306
6	67,500
7	57,809
8	55,627
9	54,000
10	52,185
11	49,000
AVERAGE ALL	67,327

DEANS (DIRECTORS):  
MUSIC

RANK	SALARY
1	76,350
2	58,000
3	57,925
AVERAGE ALL	64,093

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PAID 1986-87

TABLE II (Continued)  
—DALLAS REGION—

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	82,700
2	71,456
3	64,500
4	62,332

AVERAGE ALL 70,247

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	87,780
2	61,000
3	60,000
4	55,351
5	55,000
6	33,998

AVERAGE ALL 58,855

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	87,000
2	82,872
3	73,200

AVERAGE ALL 81,024

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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The fourteen participating universities from this region are as follows:

Colorado State University  
Montana State University  
North Dakota State University  
South Dakota School of Mines and Technology  
South Dakota State University  
University of Colorado at Boulder  
University of Colorado at Denver  
University of Montana  
University of North Dakota  
University of Northern Colorado  
University of South Dakota  
University of Utah  
University of Wyoming  
Utah State University

TABLE II (Continued)  
—DENVER REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK	SALARY	BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS	
		9	48,880		
		10	45,478		
		11	45,000		
RANK	SALARY	12	41,830	RANK	SALARY
1	105,000	13	38,129	1	71,928
2	99,107			2	71,000
3	93,000	AVERAGE ALL	53,317	3	70,400
4	95,000			4	68,000
5	89,804			5	66,000
6	83,000			6	65,500
7	79,212			7	62,500
8	78,156	ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM		8	53,288
9	78,150			9	50,000
10	73,250			AVERAGE ALL	64,291
11	73,000				
12	71,400	RANK	SALARY		
13	67,737	1	48,873		
14	64,896	2	47,800		
AVERAGE ALL	82,584	3	35,525		
		4	35,400	ACADEMIC OFFICERS: CONTROLLER	
		5	35,400		
		6	33,000		
		7	32,000		
		8	31,984	RANK	SALARY
ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		9	31,500	1	56,780
		10	29,190	2	56,350
		11	24,000	3	51,595
RANK	SALARY	12	23,376	4	50,600
1	94,230			5	49,700
2	89,100	AVERAGE ALL	34,004	6	48,312
3	85,000			7	48,272
4	83,330			8	41,300
5	72,500			9	39,000
6	71,600	ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		10	37,270
7	70,000			11	35,300
8	66,500			AVERAGE ALL	46,771
9	63,900				
10	63,354	RANK	SALARY		
11	62,000	1	69,000		
12	54,499	2	66,700		
13	52,000	3	64,200	ACADEMIC OFFICERS: BUSINESS MANAGER	
AVERAGE ALL	71,548	4	58,891		
		5	53,400		
		6	50,666	RANK	SALARY
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		7	49,400	1	51,000
		8	48,864	2	42,500
		9	48,500	3	34,900
RANK	SALARY	10	44,750	4	26,125
1	71,000	11	44,616	5	25,000
2	69,300	12	44,267	AVERAGE ALL	35,905
3	60,000	13	42,660		
4	59,800	14	37,487		
5	57,835	AVERAGE ALL	51,672		
6	54,500				
7	51,369				
8	50,000				

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—DENVER REGION—

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	42,500
2	39,500
3	34,968
4	30,390
5	28,501
6	27,505
7	26,832
8	20,150

AVERAGE ALL 31,293

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS (SERVICES)

RANK	SALARY
1	74,200
2	73,000
3	60,600
4	60,000
5	60,000
6	59,500
7	58,224
8	54,000

RANK	SALARY
4	( 41,850)
5	40,800
6	38,856
7	38,000
8	( 37,100)
9	37,026
10	35,240
11	32,380
12	28,952
13	27,782
AVERAGE ALL	38,393

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	58,500
2	55,500
3	55,008
4	52,400
5	51,500
6	51,060
7	49,900
8	44,527
9	41,600
10	37,950
11	18,554

AVERAGE ALL 46,954

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	55,000
2	53,000
3	47,648
4	41,316
5	41,000
6	37,960
7	36,375
8	35,000

AVERAGE ALL 43,412

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	45,736
2	45,650
3	45,550
4	44,348
5	42,800
6	41,693
7	41,300
8	39,135
9	38,787
10	35,376
11	32,000
12	30,800
13	29,372
14	25,740

AVERAGE ALL 38,449

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	51,870
2	51,000
3	49,900
4	49,200
5	44,935
6	44,064
7	43,200
8	41,475
9	37,950
10	36,260
11	35,100
12	33,397
13	29,000
14	27,089

AVERAGE ALL 41,431

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	43,684
2	34,052
3	33,000
4	31,983
5	22,220

AVERAGE ALL 32,988

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	49,000
2	47,075
3	42,540
4	( 41,850)
5	39,072
6	38,880
7	38,316
8	38,000
9	( 37,100)
10	36,470
11	32,389
12	32,000
13	27,808
14	20,800

AVERAGE ALL 37,236

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—DENVER REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	63,787
2	50,600
3	45,860
4	43,870
5	42,917
6	41,500
7	36,816
8	34,000
9	33,538
10	33,500
11	31,500
12	31,192
13	18,415
AVERAGE ALL	38,961

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	70,008
2	66,666
3	49,600
4	46,797
5	41,380
6	33,360

AVERAGE ALL 51,302

RANK	SALARY
4	( 55,091)
5	48,504
6	47,400
7	46,800
8	46,468
9	45,500
10	43,935
11	41,000
12	38,270
13	32,656

AVERAGE ALL 48,061

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	82,536
2	82,116
3	77,651
4	69,440
5	67,300
6	61,578
7	57,100
8	54,810
9	42,570
10	34,273
11	30,894

AVERAGE ALL 60,024

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	59,360
2	47,829
3	49,300
4	41,236
5	37,000
6	33,200
7	32,477
8	21,320

AVERAGE ALL 39,715

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	49,620
2	49,300
3	44,820
4	39,996
5	32,608
6	27,584
7	26,300
8	24,426

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	78,650
2	69,700
3	69,000
4	63,500
5	60,600
6	52,000
7	46,000

AVERAGE ALL 62,207

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	64,870
2	58,300
3	56,000

AVERAGE ALL 42,373

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)  
—DENVER REGION—

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RANK	SALARY
1	80,025	1	53,522	5	48,500
2	64,400	2	50,723	6	34,500
3	53,736	3	45,100	7	34,300
AVERAGE ALL	66,054	4	39,300	AVERAGE ALL	47,103
		5	34,524		
		6	33,268		
		7	32,610		
		8	32,000		
		9	29,596		
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS		AVERAGE ALL	38,960	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
RANK	SALARY			RANK	SALARY
1	48,000			1	71,000
2	41,450			2	51,272
3	41,236			3	50,300
AVERAGE ALL	43,562			PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION	
		RANK	SALARY	4	48,100
		1	71,200	5	38,750
		2	70,900	6	32,815
		3	60,300	7	30,000
		4	58,716		
		5	51,376		
AVERAGE ALL	62,498			AVERAGE ALL	43,046
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT				DEANS (DIRECTORS): AGRICULTURE	
RANK	SALARY			RANK	SALARY
1	70,000			1	71,100
2	60,000			2	70,700
3	51,000			3	67,416
AVERAGE ALL	60,333			4	66,600
		RANK	SALARY	5	61,160
		1	84,700	6	51,376
		2	72,130		
		3	66,600		
		4	63,000		
		5	49,620		
AVERAGE ALL	67,210			AVERAGE ALL	64,725
RANK	SALARY			DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN	
1	64,300			1	69,000
2	61,716			2	68,000
3	60,000			3	54,853
4	57,000			4	53,100
5	45,250				
6	35,169				
7	29,747				
8	27,000				
AVERAGE ALL	47,529				
		RANK	SALARY	AVERAGE ALL	61,238
		1	57,750		
		2	53,398		
		3	51,272		
		4	50,000		

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TABLE II (Continued)  
—DENVER REGION—

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	90,000
2	68,700
3	64,280
4	60,000
5	59,509
6	58,200
7	55,091
8	54,102
9	54,000
10	53,055
11	47,800

AVERAGE ALL 60,431

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	69,000
2	77,494
3	72,000
4	69,936
5	67,100
6	65,000
7	59,500
8	58,870
9	57,488
10	57,000
11	54,000

AVERAGE ALL 65,763

DEANS (DIRECTORS):  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	100,533
2	70,600
3	59,000

AVERAGE ALL 76,711

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	75,000
2	74,618
3	70,930
4	70,560
5	62,000
6	59,000
7	57,500
8	55,540
9	54,500
10	53,760
11	46,594

AVERAGE ALL 51,818

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	64,743
2	54,000
3	48,400

AVERAGE ALL 55,714

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	76,000
2	71,799
3	70,950
4	69,700
5	67,300
6	62,000
7	60,000
8	59,004
9	55,410
10	55,265
11	52,000
12	51,272
13	51,000

AVERAGE ALL 61,669

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	95,000
2	94,000
3	81,333
4	71,004
5	67,470
6	67,200
7	65,600
8	62,469
9	61,440
10	61,010
11	54,499

AVERAGE ALL 55,217

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	59,000
2	57,500
3	50,000

AVERAGE ALL 55,500

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	68,500
2	53,124
3	53,000
4	48,422
5	48,118
6	46,437
7	45,533
8	44,343
9	43,687
10	41,000
11	40,786
12	38,454

AVERAGE ALL 47,617

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)  
—DENVER REGION—

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	111,733
2	92,000
3	73,436
4	71,004
5	62,911
6	62,830
AVERAGE ALL	78,986

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	75,490
2	61,000
3	58,170
4	56,000
AVERAGE ALL	62,665

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	88,364
2	88,000
3	64,500
4	48,179
AVERAGE ALL	72,261

DEANS (DIRECTORS):  
SCIENCE/TECHNOLOGY

RANK	SALARY
1	83,400
2	74,800
3	71,000
AVERAGE ALL	76,400

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The eleven participating universities from this region are as follows:

Central Missouri State University  
Iowa State University of Science and Technology  
Kansas State University  
University of Kansas at Lawrence  
University of Missouri - Columbia  
University of Missouri - Kansas City  
University of Missouri - Rolla  
University of Nebraska - Lincoln  
University of Nebraska at Omaha  
University of Northern Iowa  
Wichita State University

TABLE II (Continued)  
—KANSAS CITY REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		RANK	SALARY	RANK	SALARY
		4	61,944	3	38,500
		5	61,819	4	32,339
		6	55,650		
RANK	SALARY	7	55,600	AVERAGE ALL	39,506
1	112,500	8	54,000		
2	92,500	9	54,000		
3	92,000	10	50,220		
4	90,200	11	47,335		
5	86,500				
6	85,000				
7	82,000	AVERAGE ALL	58,448		
8	80,200				
9	74,200				
AVERAGE ALL	88,344				
ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR					
RANK	SALARY				
1	97,000	1	60,000	5	72,000
2	80,750	2	45,700	6	72,000
3	79,500	3	44,500	7	( 71,400)
4	77,000	4	42,000	8	63,960
5	75,000	5	41,800	9	63,000
6	74,880	6	37,008	10	61,000
7	72,675	7	36,114	11	60,200
8	70,000	8	33,300	AVERAGE ALL	71,210
9	( 63,420)	9	32,106		
AVERAGE ALL	76,692				
ACADEMIC OFFICERS: PROVOST					
RANK	SALARY				
1	84,156	1	68,000	1	56,430
2	80,000	2	65,976	2	56,000
3	( 63,420)	3	64,100	3	51,300
AVERAGE ALL	75,859	4	63,700	4	50,500
		5	56,375	5	50,382
		6	52,800	6	( 48,685)
		7	50,250	7	41,280
		8	45,614	8	40,250
		9	44,700	AVERAGE ALL	49,353
		10	41,443		
		11	39,603		
			AVERAGE ALL	53,869	
ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES					
RANK	SALARY				
1	69,500				
2	68,260				
3	64,600				
BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR					
RANK	SALARY				
1		1	48,100	1	58,800
2		2	39,084	2	48,938
				3	41,750
				4	34,984
				AVERAGE ALL	46,118

UNIVERSITY OF ARKANSAS  
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TABLE II (Continued)  
—KANSAS CITY REGION—

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	53,000
2	51,000
3	45,000
4	44,150
5	41,000
6	37,275
7	35,400
8	33,000

AVERAGE ALL 42,478

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	52,000
2	51,600
3	50,500
4	50,000

AVERAGE ALL 51,025

RANK	SALARY
4	44,979
5	44,450
6	40,700
7	39,840
8	37,000
9	33,750
10	33,100

AVERAGE ALL 43,492

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	54,200
2	50,500
3	49,850
4	49,600
5	49,275
6	42,743
7	40,714
8	40,140
9	37,500
10	35,800

AVERAGE ALL 43,832

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	73,772
2	45,100
3	38,200
4	73,972

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	54,985
2	47,980
3	46,320
4	45,304
5	43,080
6	40,500
7	40,001
8	39,950
9	35,950

AVERAGE ALL 43,741

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)

RANK	SALARY
1	75,500
2	74,200
3	71,750
4	68,000
5	66,750
6	65,000
7	64,000
8	63,500
9	58,500
10	57,372

AVERAGE ALL 66,488

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	57,200
2	54,985
3	48,920

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	48,000
2	41,634
3	41,300
4	41,138
5	40,641
6	38,000
7	36,948
8	36,250
9	34,400
10	34,200
11	33,250

AVERAGE ALL 38,706

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	65,300
2	47,300
3	47,300
4	47,104
5	46,150
6	45,560
7	43,968
8	42,280
9	32,600

AVERAGE ALL 46,407

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TABLE II (Continued)  
—KANSAS CITY REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER			RANK	SALARY	PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		
			6	48,600			
			7	46,904			
			8	44,500			
RANK	SALARY				RANK	SALARY	
1	83,790		AVERAGE ALL	52,712	1	( 79,700)	
2	76,536				2	72,000	
3	76,100				3	62,400	
4	75,695				4	62,000	
5	60,600				5	( 58,000)	
6	51,000				6	( 58,000)	
7	34,250						
8	30,765						
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY					AVERAGE ALL	65,350	
RANK	SALARY						
1	59,000						
2	57,048		AVERAGE ALL	37,225			
3	( 44,200)						
4	40,722						
5	31,150						
ADMINISTRATIVE OPERATIONS OFFICERS: ASSISTANT TO THE PRESIDENT					AVERAGE ALL	44,200	
RANK	SALARY						
1	59,000						
2	57,048						
3	( 44,200)						
4	40,722						
5	31,150						
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING							
RANK	SALARY						
1	53,050						
2	50,450						
3	46,390						
4	46,320						
5	42,132		AVERAGE ALL	46,769			
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT							
RANK	SALARY						
1	65,800						
2	57,750						
3	54,344						
4	52,800						
5	51,000		AVERAGE ALL	49,332			
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION							
RANK	SALARY						
1	59,500						
2	48,425						
3	44,500						
4	44,387						
5	44,000						
6	39,800						
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF ALUMNI SERVICES							
RANK	SALARY						
1	49,500						
2	48,500						
3	47,500						
4	40,000						
5	30,501						
6	29,700						
7	26,175						
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF UNIVERSITY RELATIONS							
RANK	SALARY						
1	59,600						
2	55,640						
3	48,900						
4	47,700						
5	( 44,200)						
6	39,950						
ADMINISTRATIVE OPERATIONS OFFICERS: RESEARCH VICE PRESIDENT FOR RESEARCH AND GRADUATE DEAN							
RANK	SALARY						
1	86,700						
2	77,450						
3	70,223						
4	50,972						
ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF UNIVERSITY RELATIONS							
RANK	SALARY						
1	71,336						

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TABLE II (Continued)  
—KANSAS CITY REGION—

RESEARCH OFFICERS:  
DIRECTOR OF RESEARCH  
(CONTRACTS AND GRANTS)

RANK	SALARY
1	63,860
2	55,030
3	51,516
4	46,580
5	38,742
6	35,858
AVERAGE ALL	48,598

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	84,400
2	63,100
3	79,211
4	75,600
5	74,880
6	72,084
7	66,850
8	66,500
9	65,000
10	58,000

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	78,000
2	71,868
3	70,200
4	69,000
5	68,000
6	68,000
7	64,000
8	57,200
9	51,481
AVERAGE ALL	66,417

RESEARCH OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	67,260
2	60,000
3	54,489
4	( 50,972)
5	50,100
6	42,000
7	41,220
AVERAGE ALL	52,292

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	80,200
2	74,880
3	74,000
4	73,100
5	71,868
6	66,500
7	65,147
8	63,300
9	59,500
10	51,000

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	86,700
2	79,900
3	76,000
4	75,920
5	73,092
6	70,000

AVERAGE ALL 76,435

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	84,060
2	83,100
3	78,584
4	70,600
5	( 58,000)

AVERAGE ALL 74,869

AVERAGE ALL 67,950

DEANS (DIRECTORS):  
FINE ARTS

RANK	SALARY
1	64,000
2	62,500
3	( 62,000)
4	57,450

AVERAGE ALL 61,488

DEANS (DIRECTORS):  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	72,000
2	71,940
3	64,000
4	62,900

AVERAGE ALL 67,710

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	73,200
2	68,590
3	59,482
4	58,800
5	57,924
6	54,500
7	51,481
8	51,000
9	50,200
10	47,954

AVERAGE ALL 57,304

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TABLE II (Continued)  
—KANSAS CITY REGION—

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	71,310
2	70,728
3	69,755
4	64,600
5	55,650
6	53,050

AVERAGE ALL 63,416

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	75,000
2	72,500
3	71,148
4	63,128

AVERAGE ALL 70,444

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	93,500
2	87,260
3	86,620
4	60,700

AVERAGE ALL 87,020

DEANS (DIRECTORS):  
VETERINARY MEDICINE

RANK	SALARY
1	78,900
2	77,352
3	76,700

AVERAGE ALL 77,651

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-NEW YORK AND BOSTON REGIONS-

For the purposes of this survey, these regions have been combined into one. The New York and Boston Regions as defined by the Equal Employment Opportunity Commission include the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. Puerto Rico and the Virgin Islands are also included in these regions but they are not included in this survey. The fifteen participating universities from these combined regions are as follows:

Brooklyn College  
City University of New York  
Graduate School and University Center  
CUNY - Bernard Baruch  
CUNY - Herbert H. Lehman College  
New Jersey Institute of Technology  
State University of New York - Binghamton  
State University of New York - Buffalo  
State University of New York - Stony Brook  
University of Connecticut  
University of Lowell  
University of Maine at Orono  
University of Massachusetts  
University of New Hampshire  
University of Rhode Island  
University of Vermont

TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		RANK	SALARY
				9	55,756
				10	53,940
				11	51,826
				12	46,328
RANK	SALARY	RANK	SALARY	AVERAGE ALL	62,546
1	105,000	1	81,000		
2	104,000	2	75,440		
3	97,010	3	73,760		
4	92,000	4	71,400		
5	85,680	5	65,462		
6	85,680	6	65,204		
7	85,680	7	65,204		
8	85,680	8	59,360		
9	85,680	9	58,270		
10	85,680	10	58,167		
11	85,680	11	57,043		
12	83,158	12	56,054		
13	83,000	13	56,000		
14	82,300	14	53,010		
15	80,000	15	50,443		
AVERAGE ALL	88,415	AVERAGE ALL	63,054		
ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM		RANK	SALARY
				1	95,340
				2	82,835
				3	81,871
				4	80,234
				5	79,389
				6	79,389
				7	79,372
				8	75,000
				9	71,800
				10	71,400
				11	68,000
				12	65,000
				AVERAGE ALL	77,469
RANK	SALARY	RANK	SALARY		
1	92,973	1	70,669		
2	84,250	2	60,900		
3	83,542	3	60,574		
4	53,000	4	60,034		
5	( 80,234)	5	52,275		
6	79,500	6	48,403		
7	75,100	7	41,322		
8	75,000	8	36,000		
9	72,319	9	30,975		
10	63,069	10	29,320		
AVERAGE ALL	78,899	AVERAGE ALL	49,047		
ACADEMIC OFFICERS: PROVOST		ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		RANK	SALARY
				1	80,800
				2	75,440
				3	71,238
				4	70,000
				5	56,640
				6	54,378
				7	53,875
				8	51,140
				9	48,500
				10	48,403
				AVERAGE ALL	61,041
RANK	SALARY	RANK	SALARY		
1	92,906	1	78,141		
2	81,871	2	73,715		
3	81,871	3	70,669		
4	( 80,234)	4	70,500		
5	79,039	5	66,469		
6	73,400	6	64,300		
AVERAGE ALL	81,554	7	60,740		
		8	58,167		

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

RANK	SALARY	RANK	SALARY	RANK	SALARY
1	72,961	1	71,925	1	66,965
2	65,204	2	58,201	2	47,170
3	58,167	3	58,167	3	35,296
4	57,697	4	58,167	AVERAGE ALL	49,810
5	53,940	5	55,680		
6	50,974	6	55,125		
7	42,510	7	53,269		
8	38,000	8	53,200		
		9	52,270		
AVERAGE ALL	54,932	10	51,174		
		11	46,653		
		12	44,116		
		13	37,368		

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	49,571
2	47,086
3	45,558
4	43,874
5	42,981
6	33,840
AVERAGE ALL	43,318

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	59,778
2	58,167
3	57,500
4	56,056
5	51,826
6	48,739
7	48,403
8	48,380
9	47,248
10	46,710
11	45,929
12	42,500
13	33,855
AVERAGE ALL	49,622

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	71,925
2	58,201
3	58,167
4	58,167
5	55,680
6	55,125
7	53,269
8	53,200
9	52,270
10	51,174
11	46,653
12	44,116
13	37,368

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL STUDENTS

RANK	SALARY
1	66,965
2	47,170
3	35,296
AVERAGE ALL	49,810

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	56,054
2	55,800
3	54,982
4	54,668
5	54,060
6	53,750
7	52,760
8	51,826
9	50,600
10	49,903
11	( 48,403)
12	47,000
13	46,858
14	43,666
15	37,125

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

AVERAGE ALL 69,515

RANK	SALARY
1	66,766
2	58,167
3	58,167
4	53,940
5	49,343
6	49,087
7	49,035
8	47,912
9	46,171
10	46,061
11	45,800
12	40,577
13	38,286
14	34,695

AVERAGE ALL 58,879

AVERAGE ALL 48,858

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

STUDENT AFFAIRS OFFICERS: DIRECTOR OF FINANCIAL AID		RANK	SALARY	RANK	SALARY
		8	35,682	3	65,193
		9	34,294	4	62,000
				5	61,696
			AVERAGE ALL 59,629	6	59,093
RANK	SALARY			7	58,167
1	51,826			8	58,167
2	( 48,403)			9	54,176
3	47,063		ADMINISTRATIVE OPERATIONS	10	47,740
4	46,646		OFFICERS: EXECUTIVE	11	46,073
5	46,000		VICE PRESIDENT	12	44,500
6	45,958			13	43,842
7	44,603	RANK	SALARY	14	22,289
8	43,350	1	96,511		
9	39,684	2	76,413	AVERAGE ALL	54,745
10	38,812	3	75,075		
11	38,654	4	72,510		
12	35,430				
13	35,000		AVERAGE ALL 80,127		
	AVERAGE ALL 43,187				
STUDENT AFFAIRS OFFICERS: DIRECTOR OF HOUSING			ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF FACILITIES PLANNING		
RANK	SALARY				
1	61,000			RANK	SALARY
2	58,534			1	71,925
3	48,725			2	( 67,256)
4	48,220			3	66,692
5	46,953			4	57,542
6	43,524			5	53,940
7	42,687			6	50,000
8	41,723			7	46,800
9	40,580			8	44,041
10	40,505			9	35,070
11	29,148		AVERAGE ALL 73,299		
12	29,000			AVERAGE ALL 54,807	
	AVERAGE ALL 44,217				
STUDENT AFFAIRS OFFICERS: DIRECTOR OF STUDENT HEALTH CENTER			ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PHYSICAL PLANT		
RANK	SALARY				
1	85,929			RANK	SALARY
2	80,000			1	( 67,256)
3	72,895			2	62,711
4	65,620			3	59,980
5	59,250			4	58,500
6	57,877			5	58,167
7	45,116			6	56,954
				7	50,406
				8	49,900
				9	49,500
			ADMINISTRATIVE OPERATIONS		
			OFFICERS: ASSISTANT		
			TO THE PRESIDENT		
		RANK	SALARY		
		1	73,500		
		2	70,000		
			AVERAGE ALL 52,491		

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		RANK	SALARY	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)	
		3	79,500		
		4	70,500		
		AVERAGE ALL 77,419			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	61,684	1	77,228		
2	58,067	2	71,954		
3	56,547	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT		3	71,000
4	52,523			4	70,669
5	50,000			5	70,374
6	49,350			6	52,704
7	44,804				
8	38,960	1	85,000	AVERAGE ALL 68,988	
9	38,261	2	58,167		
10	37,974	3	54,654		
11	31,659	4	52,974		
AVERAGE ALL 47,257		5	52,500	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)	
		6	50,085		
		7	49,300		
		8	48,403		
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		9	46,710		
		10	46,300		
		AVERAGE ALL 54,409			
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	65,204	1	55,740		
2	62,711	2	55,379		
3	56,409	PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		3	50,085
4	48,568			4	46,710
5	48,500			5	45,250
6	44,290			6	41,475
7	42,059			7	39,791
8	38,319	1	50,550		
9	37,933	2	48,403		
AVERAGE ALL 49,333		3	48,403	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
		4	43,759		
		5	40,258		
		6	39,236		
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS		7	38,150		
		8	35,310		
		9	31,496		
		10	29,358		
		11	22,500		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	( 79,663)	AVERAGE ALL 38,493			
2	67,567				
3	59,600				
AVERAGE ALL 68,943					
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION			
		10	40,747		
		11	36,851		
		12	33,437		
RANK	SALARY	RANK	SALARY	AVERAGE ALL	47,331
1	80,012	1	61,250		
2	( 79,663)	2	57,150		
		3	55,538		
		AVERAGE ALL 57,979			

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):  
AGRICULTURE

RANK	SALARY
1	81,004
2	79,900
3	71,711
4	71,000
5	60,000
6	( 54,931)
AVERAGE ALL	69,758

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	67,484
2	62,539
3	62,500
4	60,500
5	56,456
6	55,220
7	53,510
8	49,878
9	48,100
AVERAGE ALL	57,354

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	95,859
2	87,834
3	87,587
4	85,000
5	79,387
6	77,418
7	76,105
8	74,600
9	68,000
10	63,000
11	57,500
AVERAGE ALL	77,481

DEANS (DIRECTORS):  
ARTS AND SCIENCES

RANK	SALARY
1	84,106
2	80,500
3	78,921
4	78,629
5	72,450
6	70,669
7	64,480
8	64,000
9	63,441
AVERAGE ALL	73,022

DEANS (DIRECTORS):  
DENTISTRY

RANK	SALARY
1	110,000
2	87,727
3	83,542
AVERAGE ALL	93,756

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	78,228
2	75,186
3	70,699
4	70,374
5	67,319
6	66,500
7	62,181
8	61,624
9	38,920
AVERAGE ALL	65,670

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	92,116
2	83,715
3	76,500
4	74,885
5	70,000
6	69,225
7	68,000
8	63,900
9	56,589
AVERAGE ALL	72,770

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	78,629
2	78,287
3	77,116
4	72,528
5	70,699
6	70,000
7	64,097
8	53,162
9	44,200
AVERAGE ALL	67,635

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TABLE II (Continued)  
—NEW YORK AND BOSTON REGION—

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	81,134
2	68,000
3	64,268
4	59,210
5	47,321

AVERAGE ALL 63,987

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	80,993
2	76,309
3	68,525

AVERAGE ALL 75,276

DEANS (DIRECTORS):  
HEALTH PROFESSIONS

RANK	SALARY
1	74,134
2	69,000
3	65,000

AVERAGE ALL 69,380

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	83,257
2	78,940
3	58,000

AVERAGE ALL 73,399

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	120,000
2	109,920
3	83,000
4	62,160

AVERAGE ALL 93,770

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	76,661
2	74,970
3	73,184

AVERAGE ALL 74,935

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	78,942
2	72,942
3	66,874
4	63,000
5	62,971
6	59,268

AVERAGE ALL 67,333

DEANS (DIRECTORS):  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	66,210
2	55,037
3	53,943

AVERAGE ALL 58,397

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS  
-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, and West Virginia as well as the District of Columbia. For purposes of this survey, the District of Columbia is not included. The twelve participating universities from this region are as follows:

College of William and Mary  
Indiana University of Pennsylvania  
Morgan State University  
Old Dominion University  
University of Delaware  
University of Maryland-Baltimore  
University of Maryland Baltimore County  
University of Maryland at College Park  
University of Virginia  
Virginia Commonwealth University  
Virginia Polytechnic Institute and  
State University  
West Virginia University

TABLE II (Continued)  
—PHILADELPHIA REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	128,000
2	121,000
3	121,000
4	115,000
5	109,100
6	101,200
7	101,000
8	96,250
9	95,000
10	85,458
11	78,108
12	65,000

AVERAGE ALL 101,343

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	76,500
2	71,730
3	67,500
4	62,000
5	61,500
6	61,200
7	60,000
8	60,000
9	52,000
10	46,908
11	40,783
12	39,217

AVERAGE ALL 58,278

BUSINESS OR FISCAL OFFICERS:  
VICE PRESIDENT FOR  
BUSINESS

RANK	SALARY
1	100,000
2	89,000
3	83,000
4	74,600
5	72,500
6	66,600
7	60,681
8	54,362

AVERAGE ALL 75,093

BUSINESS OR FISCAL OFFICERS:  
CONTROLLER

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	147,300
2	(105,000)
3	97,000
4	85,927
5	82,974
6	80,500
7	68,438
8	61,750

AVERAGE ALL 91,061

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	50,200
2	43,200
3	( 41,448)
4	41,300
5	39,068
6	38,665
7	37,504
8	34,000
9	31,000
10	30,183

AVERAGE ALL 38,657

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	(105,000)
2	98,000
3	95,000
4	86,000
5	79,116

AVERAGE ALL 92,623

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	79,900
2	77,147
3	72,238
4	63,000
5	61,500
6	60,800
7	60,250
8	57,500
9	54,500
10	47,124
11	44,382
12	40,000

AVERAGE ALL 59,862

BUSINESS OR FISCAL OFFICERS:  
TREASURER

RANK	SALARY
1	78,100
2	66,000
3	37,363
4	31,452
5	31,263

AVERAGE ALL 48,836

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—PHILADELPHIA REGION—

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

RANK	SALARY
1	61,800
2	57,800
3	51,000
4	46,683
5	42,698
6	39,068
7	38,605
8	37,680
9	36,886
10	22,083
AVERAGE ALL	

AVERAGE ALL 43,430

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)

RANK	SALARY
1	76,000
2	75,300
3	73,900
4	68,200
5	68,000
6	65,500
7	62,800
8	62,700
9	56,194
10	54,750
11	52,750

RANK	SALARY
4	51,500
5	48,250
6	48,100
7	46,299
8	46,152
9	44,100
10	35,969
11	32,956
AVERAGE ALL	

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

AVERAGE ALL 65,099

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

RANK	SALARY
1	62,815
2	60,000
3	52,500
4	48,300
5	47,340
6	47,320
7	45,600
8	44,904
9	40,843
10	34,295
11	31,452

AVERAGE ALL 46,852

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

AVERAGE ALL 53,550

RANK	SALARY
1	58,368
2	55,600
3	52,200
4	50,992
5	49,100
6	48,368
7	46,520
8	46,152
9	44,200
10	41,145
11	39,800
12	36,310
AVERAGE ALL	

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	72,500
2	64,450
3	62,100
4	61,200
5	59,984
6	59,500
7	47,000
8	41,448
9	41,300
10	38,665
11	31,452
12	31,263

AVERAGE ALL 50,905

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

AVERAGE ALL 40,263

RANK	SALARY
1	53,000
2	51,600
3	51,400
4	50,394
5	49,600
6	42,041
7	39,519
8	38,580
9	38,500
10	38,194
11	36,925
12	30,400
AVERAGE ALL	

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	58,368
2	52,900
3	52,000

AVERAGE ALL 43,346

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—PHILADELPHIA REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	56,437
2	52,000
3	44,604
4	44,600
5	41,411
6	37,350
7	36,781
8	35,200
9	34,800
10	34,183
11	29,898
12	27,580

AVERAGE ALL 39,570

ADMINISTRATIVE OPERATIONS  
OFFICERS: VICE PRES FOR  
PLANNING AND BUDGETING

RANK	SALARY
1	72,500
2	69,000
3	67,188
4	57,500
5	42,642

AVERAGE ALL 61,766

RANK SALARY

3	58,590
4	56,250
5	51,025
6	50,000
7	43,800
8	38,160
9	37,536
10	35,740

AVERAGE ALL 49,870

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	82,000
2	65,000
3	63,100
4	60,430
5	58,500
6	50,850
7	( 50,004)

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	61,800
2	59,312
3	59,000
4	50,310
5	49,300
6	44,520
7	42,699
8	42,000
9	39,068

AVERAGE ALL 49,779

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	87,500
2	82,554
3	82,500
4	69,274
5	68,150
6	55,029
7	53,281
8	42,800
9	42,500
10	39,000

AVERAGE ALL 62,259

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	71,800
2	66,000
3	63,250
4	59,000
5	54,250
6	52,250
7	51,000
8	( 50,004)
9	49,000

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	68,800
2	58,000
3	55,450
4	53,575
5	43,500
6	37,000
7	36,000
8	34,308
9	33,535
10	31,263
11	30,384
12	28,602

AVERAGE ALL 42,535

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	91,400
2	89,000
3	88,000
4	86,425
5	80,000
6	( 67,188)
7	57,659

AVERAGE ALL 79,953

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	64,600
2	63,000

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—PHILADELPHIA REGION—

PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF DEVELOPMENT		RANK	SALARY
1	( 79,350)	1	66,500	6	42,642
2	74,500	2	58,700	7	40,250
3	72,930	3	54,500	8	39,532
		4	47,250	9	37,275
AVERAGE ALL	75,593	AVERAGE ALL	56,738	AVERAGE ALL	46,892
DEANS (DIRECTORS): AGRICULTURE					
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		RANK	SALARY
1	56,100	1	46,800	1	93,264
2	44,737	2	44,000	2	88,000
3	39,068	3	42,200	3	( 70,608)
4	38,859	4	39,081	4	68,500
5	38,447	5	36,216	AVERAGE ALL	80,093
6	32,682	6	35,740		
7	29,898	7	24,912	DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN	
AVERAGE ALL	39,970	AVERAGE ALL	38,421	AVERAGE ALL	81,433
RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)					
PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF UNIVERSITY RELATIONS		RANK	SALARY	RANK	SALARY
1	54,800	1	75,300	1	89,000
2	51,104	2	67,850	2	80,500
3	50,992	3	63,747	3	74,800
4	30,000	4	58,300	AVERAGE ALL	81,433
AVERAGE ALL	46,724	5	56,447		
		6	44,382	DEANS (DIRECTORS): ARTS AND SCIENCES	
		7	43,600	1	98,700
		8	42,699	2	80,900
		9	38,196	3	79,200
		AVERAGE ALL	54,502	4	72,900
				5	72,000
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT				6	71,940
RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH				7	67,296
RANK	SALARY			8	61,446
1	92,000	RANK	SALARY	AVERAGE ALL	75,548
2	83,500	1	72,500		
3	( 79,350)	2	51,600		
4	65,000	3	49,585		
5	54,356	4	44,500		
AVERAGE ALL	74,841	5	44,148		

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—PHILADELPHIA REGION—

DEANS (DIRECTORS):  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	92,400
2	89,000
3	79,600
4	78,624
5	78,000
6	77,100
7	71,500
8	61,825
9	57,251
10	52,976

AVERAGE ALL 73,828

DEANS (DIRECTORS):  
ENGINEERING

RANK	SALARY
1	101,000
2	101,000
3	90,300
4	84,900
5	78,624
6	77,791
7	77,000

AVERAGE ALL 87,231

DEANS (DIRECTORS):  
HOME ECONOMICS

RANK	SALARY
1	81,000
2	70,400
3	59,500
4	46,019

AVERAGE ALL 64,230

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	118,200
2	93,500
3	81,636

AVERAGE ALL 97,779

DEANS (DIRECTORS):  
CONTINUING EDUCATION  
(EXTENSION)

RANK	SALARY
1	65,832
2	64,900
3	58,000
4	50,926
5	46,973
6	45,300

AVERAGE ALL 55,322

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	95,000
2	92,400
3	88,200
4	74,200
5	69,400
6	55,000
7	50,000

AVERAGE ALL 74,886

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	150,500
2	147,300
3	137,434

AVERAGE ALL 145,078

DEANS (DIRECTORS):  
EDUCATION

RANK	SALARY
1	93,100
2	82,500
3	73,900
4	73,500
5	70,000
6	68,600
7	60,918
8	59,971
9	54,600
10	52,800

AVERAGE ALL 68,989

DEANS (DIRECTORS):  
HEALTH/PHYS EDUCATION/  
RECREATION

RANK	SALARY
1	73,900
2	56,292
3	46,019

AVERAGE ALL 58,737

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	88,150
2	80,300
3	75,662
4	66,460
5	57,732

AVERAGE ALL 73,661

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—PHILADELPHIA REGION—

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	87,000
2	81,395
3	63,228

AVERAGE ALL 77,208

DEANS (DIRECTORS):  
PUBLIC AFFAIRS

RANK	SALARY
1	77,000
2	73,400
3	54,860

AVERAGE ALL 68,420

DEANS (DIRECTORS):  
SOCIAL WORK

RANK	SALARY
1	84,930
2	66,800
3	54,900

AVERAGE ALL 68,877

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

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TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO REGION-

The San Francisco Region as defined by the Equal Employment Opportunity Commission includes the states of Arizona, California, Hawaii, and Nevada as well as Guam and Samoa. For purposes of this survey, Guam and Samoa are not included. The twelve participating universities from this region are as follows:

Arizona State University  
Northern Arizona University  
San Diego State University  
University of Arizona  
University of California  
University of California, Davis  
University of California, Riverside  
University of California, Santa Barbara  
University of California, Santa Cruz  
University of Hawaii at Manoa  
University of Nevada, Las Vegas  
University of Nevada, Reno

TABLE II (Continued)  
—SAN FRANCISCO REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

RANK	SALARY
1	120,000
2	112,000
3	112,000
4	106,900
5	106,900
6	105,000
7	99,506
8	99,500
9	98,500
10	97,200
11	92,300

AVERAGE ALL 104,526

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	84,800
2	82,100
3	77,900
4	75,900
5	73,000
6	72,600
7	69,900
8	64,500
9	62,700
10	62,652
11	52,103
12	50,962

RANK	SALARY
8	60,000
9	59,640
10	55,834
11	54,240
12	41,532
13	35,991

AVERAGE ALL 60,584

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	(106,100)
2	( 99,200)
3	98,600
4	98,500
5	( 97,000)
6	90,500
7	87,500
8	77,232
9	76,000
10	75,400
11	74,665

AVERAGE ALL 89,154

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

RANK	SALARY
1	64,000
2	60,000
3	58,100
4	57,400
5	49,000
6	40,250
7	40,000
8	39,552
9	38,880
10	38,006
11	32,604

AVERAGE ALL 80,431

BUSINESS OR FISCAL OFFICERS  
CONTROLLER

RANK	SALARY
1	75,600
2	68,400
3	63,600
4	63,100
5	58,500
6	57,400
7	55,000
8	54,500
9	46,540

AVERAGE ALL 60,294

ACADEMIC OFFICERS:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	80,900
2	77,200
3	68,900
4	65,500
5	64,000
6	63,627
7	60,230

ACADEMIC OFFICERS:  
PROVOST

RANK	SALARY
1	97,500
2	94,000
3	75,000

AVERAGE ALL 88,833

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SAN FRANCISCO REGION—

BUSINESS OR FISCAL OFFICERS:  
BUSINESS MANAGER

BUSINESS OR FISCAL OFFICERS:  
DIRECTOR OF PERSONNEL

STUDENT AFFAIRS OFFICERS:  
DEAN OF INTERNATIONAL  
STUDENTS

RANK	SALARY
1	66,800
2	63,500
3	63,400
4	57,500
5	57,500
6	42,336
AVERAGE ALL	58,506

RANK	SALARY
1	84,400
2	74,000
3	72,100
4	67,700
5	64,000
6	64,000
7	62,100
8	57,069
9	51,503
10	47,500
11	45,699

AVERAGE ALL 62,734

AVERAGE ALL 40,643

BUSINESS OR FISCAL OFFICERS:  
INTERNAL AUDITOR

STUDENT AFFAIRS OFFICERS:  
VICE PRESIDENT FOR STUDENT  
AFFAIRS(SERVICES)

RANK	SALARY
1	66,500
2	64,500
3	58,500
4	57,300
5	54,100
6	49,000
7	46,392
AVERAGE ALL	56,613

RANK	SALARY
1	96,200
2	91,800
3	89,400
4	80,000
5	78,500
6	77,500
7	75,000
8	74,820
9	73,300
10	69,000

AVERAGE ALL 80,552

AVERAGE ALL 55,005

BUSINESS OR FISCAL OFFICERS:  
BUDGET OFFICER

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	71,800
2	71,300
3	68,300
4	66,500
5	63,600
6	62,500
7	58,000
8	54,480
9	49,000
10	43,944
11	36,021
12	29,722
AVERAGE ALL	56,264

RANK	SALARY
1	60,087
2	59,400
3	53,613
4	53,600
5	53,400
6	53,000
7	52,841
8	50,388
9	40,024
AVERAGE ALL	52,928

AVERAGE ALL 53,358

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—SAN FRANCISCO REGION—

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	61,700
2	58,700
3	57,000
4	55,600
5	53,400
6	53,000
7	52,526
8	46,502
9	45,936
10	40,584
11	34,938
12	32,250
AVERAGE ALL	49,345

ADMINISTRATIVE OPERATIONS  
OFFICERS: EXECUTIVE  
VICE PRESIDENT

RANK	SALARY
1	(106,100)
2	(105,900)
3	( 97,000)
4	90,000
AVERAGE ALL	99,750

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	76,500
2	72,300
3	67,800
4	66,562
5	65,700
6	58,000
7	56,964
8	55,000
9	53,000
10	50,000
11	39,000
AVERAGE ALL	60,075

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	( 74,500)
2	60,720
3	57,900
4	55,000
5	49,203
6	48,900
7	45,000
8	43,491
9	42,180
10	39,057
AVERAGE ALL	51,595

ADMINISTRATIVE OPERATIONS  
OFFICERS: ADMINISTRATIVE  
VICE PRESIDENT

RANK	SALARY
1	85,000
2	75,600
3	68,880
AVERAGE ALL	76,493

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	79,500
2	75,000
3	55,600
4	55,212
5	54,240
6	53,000
7	48,900
8	48,000
AVERAGE ALL	58,682

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	94,280
2	90,112
3	88,000
4	86,500
5	86,136
6	84,180
7	78,753
8	73,371
9	68,430
10	65,532
11	26,873
AVERAGE ALL	76,742

AVERAGE ALL 78,596

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	90,000
2	73,800
3	73,000
4	52,479
AVERAGE ALL	72,320

RANK	SALARY
1	82,000
2	72,000
3	71,070
4	68,400
5	66,096
6	63,500
7	60,000
8	59,500
9	51,000
10	50,336
11	49,464
AVERAGE ALL	63,033

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE II (Continued)  
—SAN FRANCISCO REGION—

ADMINISTRATIVE OPERATIONS OFFICERS: DIRECTOR OF PUBLIC SAFETY		PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR DEVELOPMENT		RANK	SALARY
				3	68,100
				4	67,152
				AVERAGE ALL	70,692
RANK	SALARY	RANK	SALARY		
1	70,000	1	( 72,025)		
2	59,102	2	( 71,500)		
3	55,700	3	62,000	RESEARCH OFFICERS: VICE PRESIDENT FOR RESEARCH (CONTRACTS AND GRANTS)	
4	55,300				
5	52,096				
6	52,000				
7	47,700				
8	43,575				
9	41,500				
10	38,500				
11	35,016				
AVERAGE ALL		AVERAGE ALL	68,508		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	79,500	1	79,500		
2	71,151	2	71,151		
3	61,700	3	61,700		
4	60,000	4	60,000		
5	59,500	5	59,500	RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)	
6	58,469	6	58,469		
7	54,000	7	54,000		
8	50,592	8	50,592		
9	39,500	9	39,500		
AVERAGE ALL		AVERAGE ALL	59,379		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	59,800	1	59,800		
2	53,100	2	53,100		
3	47,745	3	47,745		
4	47,160	4	47,160		
5	46,800	5	46,800		
6	46,030	6	46,030		
7	44,065	7	44,065		
8	43,019	8	43,019		
AVERAGE ALL		AVERAGE ALL	48,545		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	58,976	1	58,976		
2	58,300	2	58,300	RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH	
3	54,501	3	54,501		
4	52,100	4	52,100		
5	48,690	5	48,690		
6	46,076	6	46,076		
7	41,000	7	41,000		
8	38,764	8	38,764		
9	36,876	9	36,876		
10	35,016	10	35,016		
AVERAGE ALL		AVERAGE ALL	47,030		
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	81,500	1	79,008		
2	80,000	2	68,508		
3	77,500				
4	77,000				
5	( 72,025)				
6	68,904				
7	58,959				
AVERAGE ALL		AVERAGE ALL	49,066		
RANK	SALARY	RANK	SALARY		
1	79,008	1	79,008		
2	68,508	2	68,508		
AVERAGE ALL					
PUBLIC RELATIONS & DEVELOPMENT: VICE PRESIDENT FOR UNIVERSITY RELATIONS		PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION			

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SAN FRANCISCO REGION—

DEANS (DIRECTORS): AGRICULTURE	RANK	SALARY	DEANS (DIRECTORS): FINE ARTS				
	7	68,700					
	8	60,000					
	AVERAGE ALL	74,668					
RANK	SALARY		RANK	SALARY			
1	101,600		1	95,900			
2	( 82,600)		2	81,000			
3	81,000		3	78,000			
4	72,600		4	73,900			
5	69,756		5	64,500			
	AVERAGE ALL	81,511				6	63,200
RANK	SALARY		AVERAGE ALL	76,083			
1	( 87,400)						
2	73,500						
3	67,800						
4	61,315						
5	60,500						
6	58,293						
7	57,348						
8	56,833						
9	48,881						
RANK	SALARY		RANK	SALARY			
1	70,119		1	93,200			
2	67,560		2	90,700			
3	50,000		3	82,600			
	AVERAGE ALL	62,560					
RANK	SALARY		RANK	SALARY			
1	( 95,900)		1	76,100			
2	94,800		2	73,224			
3	78,500		3	70,000			
4	70,400		4	67,500			
5	66,650		5	67,370			
6	( 64,284)		6	60,000			
	AVERAGE ALL	78,422					
RANK	SALARY		AVERAGE ALL	73,975			
1	79,000						
2	77,400						
3	76,000						
4	75,000						
5	73,500						
6	65,402						
7	64,900						
8	64,500						
9	60,000						
	AVERAGE ALL	70,634					
RANK	SALARY		RANK	SALARY			
1	( 95,900)		1	95,900			
2	79,100		2	78,000			
3	( 78,000)		3	65,500			
4	66,284		4	64,284			
	AVERAGE ALL	76,557					
RANK	SALARY						
1	101,300						
2	89,500						
3	87,000						
4	84,000						
5	72,336						
6	71,500						
7	68,900						
8	61,720						
	AVERAGE ALL	79,532					

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SAN FRANCISCO REGION—

DEANS (DIRECTORS):  
LAW

RANK	SALARY
1	117,600
2	100,000
3	94,000
4	75,888

AVERAGE ALL 96,872

DEANS (DIRECTORS):  
MEDICINE

RANK	SALARY
1	158,900
2	115,000
3	110,500
4	91,500
5	82,668

AVERAGE ALL 111,714

DEANS (DIRECTORS):  
NURSING

RANK	SALARY
1	69,800
2	67,700
3	67,164
4	50,000

AVERAGE ALL 63,666

DEANS (DIRECTORS):  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	87,100
2	78,000
3	( 78,000)
4	64,500

AVERAGE ALL 76,900

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG ONE HUNDRED FIFTY-ONE UNIVERSITIES IN FORTY-NINE STATES  
BY EQUAL EMPLOYMENT OPPORTUNITY REGIONS

-SEATTLE REGION-

The Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Idaho, Oregon, and Washington. The six participating universities from this region are as follows:

Idaho State University  
Oregon State University  
Portland State University  
University of Idaho  
University of Washington  
Washington State University

TABLE II (Continued)  
—SEATTLE REGION—

PRESIDENT OF A SINGLE UNIT  
INSTITUTION

PRESIDENT OF A SINGLE UNIT INSTITUTION		ACADEMIC OFFICERS: DIRECTOR OF COMPUTING SERVICES		BUSINESS OR FISCAL OFFICERS: INTERNAL AUDITOR	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	95,052	1	70,920	1	46,452
2	94,760	2	63,860	2	40,572
3	86,400	3	62,004	3	40,403
4	86,400	4	50,509	4	36,565
5	67,442	5	50,004	5	28,358
6	65,000	6	43,888		
AVERAGE ALL 82,504		AVERAGE ALL 56,864		AVERAGE ALL 38,470	

ACADEMIC OFFICERS:  
ACADEMIC VICE PRESIDENT/  
VICE CHANCELLOR

ACADEMIC OFFICERS: ACADEMIC VICE PRESIDENT/ VICE CHANCELLOR		BUSINESS OR FISCAL OFFICERS: VICE PRESIDENT FOR BUSINESS		BUSINESS OR FISCAL OFFICERS: BUDGET OFFICER	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	73,983	1	92,700	1	62,004
2	72,300	2	80,855	2	49,500
3	67,000	3	( 75,636)	3	44,342
4	65,250	4	70,800	4	41,280
5	59,010	5	65,250	5	39,936
AVERAGE ALL 67,508		AVERAGE ALL 74,042		AVERAGE ALL 47,412	

ACADEMIC OFFICERS:  
DIRECTOR OF LIBRARIES

ACADEMIC OFFICERS: DIRECTOR OF LIBRARIES		BUSINESS OR FISCAL OFFICERS: CONTROLLER		BUSINESS OR FISCAL OFFICERS: DIRECTOR OF PERSONNEL	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	78,696	1	62,604	1	56,676
2	65,920	2	54,147	2	47,277
3	65,004	3	47,961	3	40,572
4	59,532	4	40,991	4	40,572
5	51,699			5	32,009
6	40,019			6	31,117
AVERAGE ALL 60,145		AVERAGE ALL 51,426		AVERAGE ALL 41,371	

ACADEMIC OFFICERS:  
DIRECTOR OF AFFIRMATIVE  
ACTION PROGRAM

ACADEMIC OFFICERS: DIRECTOR OF AFFIRMATIVE ACTION PROGRAM		BUSINESS OR FISCAL OFFICERS: BUSINESS MANAGER		STUDENT AFFAIRS OFFICERS: VICE PRESIDENT FOR STUDENT AFFAIRS(SERVICES)	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	45,084	1	58,872	1	69,156
2	42,110	2	53,880	2	66,504
3	41,172	3	51,504	3	66,168
4	37,572	4	43,451	4	65,500
5	32,694	5	43,056	5	56,230
6	30,722				
AVERAGE ALL 38,226		AVERAGE ALL 50,153		AVERAGE ALL 64,712	

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SEATTLE REGION—

STUDENT AFFAIRS OFFICERS:  
DEAN OF STUDENT AFFAIRS

RANK	SALARY
1	57,252
2	50,003
3	34,285
AVERAGE ALL	47,180

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF HOUSING

RANK	SALARY
1	( 52,872)
2	49,234
3	47,472
4	39,296
5	29,016
AVERAGE ALL	43,578

ADMINISTRATIVE OPERA. \$  
OFFICERS: DIRECTOR OF  
FACILITIES PLANNING

RANK	SALARY
1	77,160
2	( 48,660)
3	47,380
4	37,313
AVERAGE ALL	52,628

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	( 56,676)
2	( 53,832)
3	46,648
4	( 46,103)
5	43,668
6	28,517
AVERAGE ALL	45,907

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	71,964
2	67,416
3	62,412
4	59,299
5	59,010
6	56,448
AVERAGE ALL	62,758

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PHYSICAL PLANT

RANK	SALARY
1	57,041
2	53,928
3	51,720
4	50,004
5	44,391
6	35,144
AVERAGE ALL	48,705

STUDENT AFFAIRS OFFICERS:  
REGISTRAR

RANK	SALARY
1	( 56,676)
2	( 53,832)
3	48,237
4	( 46,103)
5	43,560
6	41,642
AVERAGE ALL	48,342

ADMINISTRATIVE OPERATIONS  
OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	54,351
2	43,846
3	( 40,248)
4	35,000
AVERAGE ALL	43,361

ADMINISTRATIVE OPERATIONS  
OFFICERS: DIRECTOR OF  
PUBLIC SAFETY

RANK	SALARY
1	51,312
2	42,127
3	35,016
4	31,752
5	31,299
6	22,194
AVERAGE ALL	35,617

STUDENT AFFAIRS OFFICERS:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	51,312
2	42,609
3	40,500
4	39,000
5	35,734
6	34,285
AVERAGE ALL	40,573

ADMINISTRATIVE OPERATIONS  
OFFICERS: ASSISTANT  
TO THE PRESIDENT

RANK	SALARY
1	51,500
2	50,400
3	( 40,248)
4	36,132
AVERAGE ALL	44,570

PUBLIC RELATIONS & DEVELOPMENT:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS AND/OR INFORMATION

RANK	SALARY
1	( 77,250)
2	( 77,160)
3	62,500
AVERAGE ALL	72,303

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SEATTLE REGION—

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF PUBLIC RELATIONS AND/OR INFORMATION		RESEARCH OFFICERS: DIRECTOR OF INSTITUTIONAL RESEARCH		DEANS (DIRECTORS): BUSINESS/INDUSTRIAL MANAGEMENT	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	43,260	1	53,928	1	93,048
2	40,152	2	( 48,660)	2	79,310
3	39,502	3	42,198	3	78,132
4	34,044	4	41,149	4	70,956
5	32,496	5	41,136	5	60,239
		6	35,256	6	46,072
AVERAGE ALL	37,891	AVERAGE ALL	43,721	AVERAGE ALL	71,293

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF ALUMNI SERVICES		DEANS (DIRECTORS): AGRICULTURE		DEANS (DIRECTORS): CONTINUING EDUCATION (EXTENSION)	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	53,928	1	62,400	1	64,164
2	50,470	2	73,716	2	59,616
3	42,929	3	59,738	3	53,904
4	41,460				
5	33,624				
6	30,014	AVERAGE ALL	71,951	AVERAGE ALL	59,228
AVERAGE ALL	42,071				

PUBLIC RELATIONS & DEVELOPMENT: DIRECTOR OF AGRICULTURAL EXTENSION		DEANS (DIRECTORS): ARCHITECTURE/ENVIRONMENTAL DESIGN		DEANS (DIRECTORS): EDUCATION	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	78,492	1	( 77,250)	1	82,992
2	74,613	2	76,176	2	70,080
3	56,668	3	50,196	3	67,980
		AVERAGE ALL	67,874	4	62,160
AVERAGE ALL	69,924			5	56,021
				6	49,067
				AVERAGE ALL	64,717

RESEARCH OFFICERS: DIRECTOR OF RESEARCH (CONTRACTS AND GRANTS)		DEANS (DIRECTORS): ARTS AND SCIENCES		DEANS (DIRECTORS): ENGINEERING	
RANK	SALARY	RANK	SALARY	RANK	SALARY
1	50,000	1	98,532	1	93,048
2	49,428	2	78,795	2	81,780
3	42,048	3	70,716	3	( 77,250)
4	32,531	4	56,230	4	72,240
		5	49,941	5	62,744
AVERAGE ALL	43,502	AVERAGE ALL	70,843	6	48,298
				AVERAGE ALL	72,560

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE II (Continued)  
—SEATTLE REGION—

DEANS (DIRECTORS):  
FORESTRY

RANK	SALARY
1	76,176
2	75,096
3	64,999
AVERAGE ALL	72,090

DEANS (DIRECTORS):  
GRADUATE

RANK	SALARY
1	70,524
2	58,339
3	48,006
AVERAGE ALL	58,956

DEANS (DIRECTORS):  
PHARMACY

RANK	SALARY
1	85,512
2	77,250
3	71,508
4	52,021
AVERAGE ALL	71,573

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE III

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES  
PAID AMONG TWENTY-NINE UNIVERSITY SYSTEMS  
IN TWENTY-THREE STATES

This table summarizes the data for twenty-nine university systems in twenty-three states. For making these data available, the University of Arkansas is grateful to the following university systems:

Indiana University  
Louisiana State University System  
Montana University System  
Oregon State System of Higher Education  
Southern Illinois University  
State University and Community College  
System of Tennessee  
State University of New York System  
State University System of Florida  
Texas A & M University System  
University of Alabama System  
University of Alaska Statewide System  
of Higher Education  
University of Arkansas System  
University of Hawaii System  
University of Houston System  
University of Illinois System  
University of Kansas  
University of Maine  
University of Maryland  
University of Massachusetts  
University of Missouri  
University of Nebraska Central  
Administration  
University of Nevada System  
University of North Carolina  
University of South Carolina  
University of Tennessee  
University of Texas System  
University of Wisconsin System  
University System of New Hampshire  
University System of South Texas

TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

CHIEF EXECUTIVE OFFICERS: PRESIDENT/CHANCELLOR		RANK	SALARY	RANK	SALARY
		18	71,000	4	48,090
		19	70,143	5	43,067
		20	69,830	6	40,350
RANK	SALARY	21	69,120	7	38,250
1	154,500	22	60,900	8	( 33,000)
2	145,000	23	60,000		
3	139,200				
4	125,000				
5	125,000				
6	119,400				
7	115,000				
8	115,000				
9	112,200				
10	108,575				
11	107,004				
12	106,620				
13	104,876				
14	102,680				
15	101,000				
16	100,006				
17	96,000				
18	95,400				
19	95,000				
20	94,760				
21	93,000				
22	92,040				
23	89,250				
24	89,250				
25	87,000				
26	86,996				
27	83,485				
28	80,000				
29	73,300				
AVERAGE ALL 104,570					
ACADEMIC OFFICERS: VICE PRESIDENT/VICE CHANCELLOR		RANK	SALARY	RANK	SALARY
		1	81,600		
		2	65,415		
		3	63,440		
RANK	SALARY	4	58,860		
1	141,620	5	58,151		
2	111,600	6	55,971		
3	107,980	7	55,340		
4	98,633	8	52,380		
5	95,000	9	49,000		
6	94,000	10	46,750		
7	90,000	11	44,630		
8	87,000				
9	86,902				
10	85,680				
11	( 85,600)				
12	84,000				
13	80,620				
14	79,500				
15	77,232				
16	75,075				
17	71,208				
ACADEMIC OFFICERS: DIRECTOR		RANK	SALARY	RANK	SALARY
		1	65,397		
		2	60,258		
		3	58,020		
AVERAGE ALL 81,365					

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

OPERATIONS OFFICERS:  
ASSOCIATE VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	76,500
2	( 63,950)
3	58,270
4	56,200
5	48,410

AVERAGE ALL 60,666

RANK SALARY

14	61,850
15	60,946
16	56,700
17	56,300
18	56,194
19	55,000
20	54,360
21	53,760
22	52,500
23	50,097
24	42,000

RANK	SALARY
12	36,225
13	33,702
14	31,200
15	27,000
16	22,793

AVERAGE ALL 53,263

OPERATIONS OFFICERS:  
EXECUTIVE ASSISTANT/ASST  
TO THE PRES/CHANCELLOR

RANK	SALARY
1	77,000
2	( 72,000)
3	70,451
4	65,000
5	63,150
6	( 61,000)
7	59,568
8	59,500
9	59,447
10	58,000
11	56,964
12	55,056
13	54,860
14	53,448
15	45,000
16	38,000
17	31,570

AVERAGE ALL 57,648

OPERATIONS OFFICERS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	81,600
2	71,672
3	68,143
4	60,549
5	58,000
6	( 57,420)
7	54,510
8	52,668
9	48,000
10	43,260
11	42,000
12	41,392
13	39,360
14	37,910
15	34,103
16	33,892
17	( 33,000)

AVERAGE ALL 50,440

RANK	SALARY
1	110,500
2	103,060
3	99,757
4	( 99,400)
5	87,400
6	84,929
7	( 84,000)
8	81,936
9	80,620
10	80,000
11	78,833
12	( 75,840)
13	74,450
14	( 73,000)
15	71,600
16	70,464
17	70,100
18	70,000
19	69,852
20	68,600
21	68,250
22	68,143
23	66,150
24	54,945

AVERAGE ALL 78,849

OPERATIONS OFFICERS:  
LEGAL COUNSEL

RANK	SALARY
1	110,000
2	94,110
3	( 82,990)
4	80,000
5	78,908
6	74,048
7	74,000
8	73,439
9	70,073
10	68,500
11	66,000
12	65,460
13	64,800

OPERATIONS OFFICERS:  
SECRETARY TO THE BOARD

RANK	SALARY
1	92,700
2	( 82,990)
3	77,030
4	( 74,263)
5	( 72,000)
6	68,892
7	59,000
8	54,120
9	40,389
10	40,000
11	39,900

FINANCE AND BUSINESS  
OFFICERS: ASSOC VICE  
PRES/VICE CHANCELLOR

RANK	SALARY
1	82,220
2	75,600
3	66,000
4	65,880
5	59,774
6	59,740
7	56,070
8	54,905
9	46,758

AVERAGE ALL 62,994

UNIVERSITY OF ARKANSAS  
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RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
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TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

FINANCE AND BUSINESS  
OFFICERS: ASST VICE  
PRES/VICE CHANCELLOR

RANK	SALARY
1	75,600
2	60,800
3	59,000
4	58,400
5	( 57,330)
6	54,585
7	53,915
8	51,948
9	43,329
AVERAGE ALL	57,267

FINANCE AND BUSINESS  
OFFICERS:  
CONTROLLER

RANK	SALARY
1	77,000
2	( 70,521)
3	67,272
4	62,060
5	58,620
6	58,240
7	55,015
8	53,620
9	53,000
10	52,800
11	46,850
12	42,230
13	33,728
AVERAGE ALL	56,227

RANK	SALARY
3	66,000
4	65,050
5	64,760
6	58,240
7	55,864
8	53,270
9	52,867
10	37,644
AVERAGE ALL	60,122

FINANCE AND BUSINESS  
OFFICERS: DIRECTOR OF  
PERSONNEL

FINANCE AND BUSINESS  
OFFICERS;  
BUDGET OFFICER

RANK	SALARY
1	85,500
2	76,000
3	59,800
4	58,020
5	( 57,330)
6	54,920
7	54,480
8	50,600
9	50,000
10	48,600
11	47,000
12	44,456
13	37,319
14	( 33,000)
15	31,312
AVERAGE ALL	52,556

FINANCE AND BUSINESS  
OFFICERS:  
AUDITOR

RANK	SALARY
1	77,000
2	67,260
3	65,415
4	65,711
5	64,000
6	59,000
7	( 57,420)
8	56,000
9	54,392
10	54,027
11	46,675
12	46,392
13	45,000
14	44,200
15	44,070
16	43,200
17	42,540
18	42,000
19	39,654
20	39,039
21	36,816
22	( 33,000)
AVERAGE ALL	51,060

PUBLIC RELATIONS OFFICERS—  
INFORMATION SERVICES:  
VICE PRES/VICE CHANCELLOR

FINANCE AND BUSINESS  
OFFICERS:  
BUSINESS MANAGER

RANK	SALARY
1	53,579
2	46,620
3	42,336
4	41,490
5	37,000
6	35,000
7	( 33,000)
8	28,660
AVERAGE ALL	39,711

FINANCE AND BUSINESS  
OFFICERS:  
TREASURER

RANK	SALARY
1	77,000
2	( 70,521)

RANK	SALARY
1	92,500
2	86,000
3	82,786
4	( 78,908)
5	72,000
6	68,904
7	68,143
8	66,720
9	( 63,120)
10	59,740
AVERAGE ALL	73,882

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES  
PAID 1986-87

TABLE III (Continued)  
—UNIVERSITY SYSTEMS—

PUBLIC RELATIONS OFFICERS—  
INFORMATION SERVICES:  
DIRECTOR

RANK	SALARY
1	77,270
2	( 64,000)
3	53,795
4	51,251
5	50,950
6	48,400
7	47,708
8	47,250
9	46,400
10	42,000
11	40,020
12	38,842
13	38,000
14	34,253

AVERAGE ALL 48,581

PUBLIC RELATIONS OFFICERS—  
LEGISLATIVE RELATIONS:  
VICE PRES/VICE CHANCELLOR

RANK	SALARY
1	100,000
2	82,400
3	80,340
4	76,000
5	76,000
6	( 74,263)
7	68,810
8	63,930
9	( 63,120)
10	55,470

AVERAGE ALL 74,043

PUBLIC RELATIONS OFFICERS—  
LEGISLATIVE RELATIONS:  
DIRECTOR

RANK	SALARY
1	76,484
2	72,000
3	( 64,000)
4	57,000
5	54,490
6	51,320
7	50,000
8	48,410
9	41,140
10	24,486

AVERAGE ALL 53,934

PUBLIC RELATIONS OFFICERS—  
DEVELOPMENT:  
VICE PRES/VICE CHANCELLOR

AVERAGE ALL 70,036

PUBLIC RELATIONS OFFICERS—  
DEVELOPMENT:  
DIRECTOR

RANK	SALARY
1	( 78,908)
2	72,100
3	59,100

AVERAGE ALL 70,036

FACILITIES OFFICERS;  
ASST VICE PRESIDENT/  
VICE CHANCELLOR

AVERAGE ALL 55,735

FACILITIES OFFICERS;  
DIRECTOR

RANK	SALARY
1	80,995
2	69,000
3	67,000
4	60,620
5	60,045
6	55,116
7	54,000
8	53,550
9	53,200

AVERAGE ALL 56,283

FACILITIES OFFICERS:  
VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	79,218
2	78,000
3	76,300
4	69,852
5	58,000
6	56,480
7	56,180

AVERAGE ALL 67,719

FACILITIES OFFICERS;  
ASSOC VICE PRESIDENT/  
VICE CHANCELLOR

RANK	SALARY
1	75,270
2	63,667
3	57,360
4	52,910

AVERAGE ALL 62,302

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
RANK-ORDER DISTRIBUTION OF ADMINISTRATIVE SALARIES

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